

## **Appendix 2: General Classification Group Regional Data by Class**

### **Northern Region**

### Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Account Clerk II</b>	<b>\$2,364</b>	<b>\$2,876</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$220</b>	<b>\$4,074</b>
City of Chico	Account Clerk	\$2,579	\$3,458			\$138		\$1,013	\$66	\$5			\$265	\$4,945
City of Davis	Financial Assistant II	\$2,725	\$3,313			\$265	\$1,340						\$48	\$4,966
City of Eureka	Accounting Specialist II	\$2,095	\$2,548					\$1,165	\$53	\$5			\$37	\$3,808
City of Folsom	Account Clerk	\$2,875	\$3,671	\$92		\$294		\$913	\$143	\$21		\$25	\$281	\$5,439
City of Redding	Account Clerk II	\$2,364	\$3,018			\$211		\$1,160	\$106	\$16			\$44	\$4,555
City of Roseville	Account Clerk II	\$2,678	\$3,769	\$94	\$113	\$302		\$916					\$55	\$5,248
City of Sacramento	Account Clerk II	\$2,595	\$3,651			\$110		\$880					\$281	\$4,922
City of Woodland	Finance Clerk II	\$2,696	\$3,277			\$262		\$1,145	\$116	\$22			\$48	\$4,870
City of Yuba City	Account Clerk Intermediate	\$3,027	\$3,679			\$239		\$750	\$86				\$53	\$4,807
County of Butte	Account Clerk, Senior	\$2,158	\$2,893			\$203		\$1,207					\$221	\$4,524
County of El Dorado	Account Clerk II	\$2,661	\$3,236	\$162		\$227		\$1,284					\$47	\$4,955
County of Placer	Account Clerk (journey)	\$2,739	\$3,329	\$166		\$233		\$1,190	\$50	\$9			\$255	\$5,232
County of Sacramento	Account Clerk II	\$2,297	\$3,169					\$827	\$95				\$242	\$4,333
County of Yolo	Account Clerk II	\$2,330	\$2,832					\$926	\$79	\$9			\$217	\$4,063
Federal Government - Northern CA	Fiscal Accounts Clerk	\$2,471	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		<b>\$3,277</b>
Base Salary Mean		<b>\$3,270</b>
Percentage Above or Below Median		<b>-13.94%</b>
Percentage Above or Below Mean		<b>-13.71%</b>

Total Compensation Median	<b>\$4,870</b>
Total Compensation Mean	<b>\$4,732</b>
Percentage Above or Below Median	<b>-19.53%</b>
Percentage Above or Below Mean	<b>-16.15%</b>

Number of Comparable Matches	<b>15</b>
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### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Biologist	\$4,829	\$5,324					\$827	\$95				\$407	\$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Biologist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,607
Base Salary Mean		\$5,607
Percentage Above or Below Median		-0.41%
Percentage Above or Below Mean		-0.41%

Total Compensation Median	\$6,987
Total Compensation Mean	\$6,987
Percentage Above or Below Median	0.03%
Percentage Above or Below Mean	0.03%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Building Maintenance Worker</b>	<b>\$3,186</b>	<b>\$3,497</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$268</b>	<b>\$4,743</b>
City of Chico	Maintenance Worker	\$2,730	\$3,659			\$146		\$1,013	\$66	\$5			\$280	\$5,169
City of Davis	Building Maintenance Worker II	\$3,546	\$4,310	\$108		\$345	\$1,340						\$62	\$6,165
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	\$3,330	\$4,251	\$106		\$340		\$913	\$143	\$21		\$25	\$325	\$6,125
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Building Maintenance Worker	\$2,924	\$4,114			\$123		\$880					\$317	\$5,434
City of Woodland	Facilities Maintenance Worker II	\$2,832	\$3,443			\$275		\$1,145	\$116	\$22			\$50	\$5,051
City of Yuba City	Building Maintenance Worker I	\$2,996	\$3,642			\$237		\$750	\$86				\$53	\$4,768
County of Butte	No Comparable Class													
County of El Dorado	Building Maintenance Worker I	\$2,690	\$3,273	\$164		\$229		\$1,284					\$47	\$4,997
County of Placer	Building Crafts Mechanic	\$3,496	\$4,249	\$212		\$297		\$1,190	\$50	\$9			\$325	\$6,333
County of Sacramento	Building Maintenance Worker	\$2,761	\$3,355					\$827	\$95				\$257	\$4,534
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		<b>\$3,651</b>
Base Salary Mean		<b>\$3,719</b>
Percentage Above or Below Median		<b>-4.39%</b>
Percentage Above or Below Mean		<b>-6.34%</b>

Total Compensation Median	<b>\$5,110</b>
Total Compensation Mean	<b>\$5,252</b>
Percentage Above or Below Median	<b>-7.76%</b>
Percentage Above or Below Mean	<b>-10.75%</b>

Number of Comparable Matches	<b>10</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Carpenter I</b>	<b>\$3,660</b>	<b>\$4,012</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$307</b>	<b>\$5,297</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	Building Trades Maintenance Worker		\$3,940										\$57	\$3,997
City of Roseville	No Comparable Class													
City of Sacramento	Carpenter	\$3,357	\$5,569			\$167		\$880					\$429	\$7,045
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Senior Building Maintenance Worker	\$3,215	\$3,907	\$195		\$273		\$1,284					\$57	\$5,716
County of Placer	Senior Building Craft Mechanic	\$3,854	\$4,685	\$234		\$328		\$1,190	\$50	\$9			\$358	\$6,855
County of Sacramento	Carpenter		\$4,848					\$827	\$95				\$371	\$6,141
County of Yolo	Building Crafts Mechanic III	\$3,273	\$3,980					\$926	\$79	\$9			\$304	\$5,298
Federal Government - Northern CA	Carpenter	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		<b>\$3,960</b>
Base Salary Mean		<b>\$4,264</b>
Percentage Above or Below Median		<b>1.30%</b>
Percentage Above or Below Mean		<b>-6.28%</b>

Total Compensation Median	<b>\$5,637</b>
Total Compensation Mean	<b>\$5,666</b>
Percentage Above or Below Median	<b>-6.42%</b>
Percentage Above or Below Mean	<b>-6.97%</b>

Number of Comparable Matches	<b>10</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Laboratory Analyst II	\$3,575	\$5,030	\$126	\$151	\$402		\$916					\$73	\$6,698
City of Sacramento	Water Quality Chemist	\$4,435	\$6,240		\$125	\$187		\$880					\$480	\$7,912
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Chemist	\$4,829	\$5,324					\$827	\$95				\$407	\$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Chemist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,607
Base Salary Mean		\$5,621
Percentage Above or Below Median		-0.04%
Percentage Above or Below Mean		-0.29%

Total Compensation Median	\$7,009
Total Compensation Mean	\$7,146
Percentage Above or Below Median	0.04%
Percentage Above or Below Mean	-1.91%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Nutritionist	\$4,139	\$5,030	\$252		\$352		\$1,284					\$73	\$6,991
County of Placer	Nutritionist II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Dietician	\$3,939	\$4,789					\$827	\$95				\$366	\$6,077
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Dietician	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,038
Base Salary Mean		\$5,189
Percentage Above or Below Median		-21.93%
Percentage Above or Below Mean		-25.57%

Total Compensation Median	\$7,139
Total Compensation Mean	\$6,919
Percentage Above or Below Median	-31.56%
Percentage Above or Below Mean	-27.51%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Mental Health Clinician IB	\$4,233	\$5,145	\$257		\$360		\$1,284					\$75	\$7,121
County of Placer	Client Services Practitioner, Senior	\$4,685	\$5,694	\$285		\$399		\$1,190	\$50	\$9			\$436	\$8,062
County of Sacramento	Sr. Mental Health Counselor	\$4,696	\$5,178					\$827	\$95				\$396	\$6,496
County of Yolo	Clinician II	\$4,027	\$4,894					\$926	\$79	\$9			\$374	\$6,282
Federal Government - Northern CA	Social Worker	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,178
Base Salary Mean		\$5,594
Percentage Above or Below Median		28.41%
Percentage Above or Below Mean		22.66%

Total Compensation Median	\$7,121
Total Compensation Mean	\$7,319
Percentage Above or Below Median	14.37%
Percentage Above or Below Mean	11.98%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Facilities Maintenance Supervisor	\$5,524	\$7,051	\$176	\$225	\$564		\$913	\$143	\$21		\$25	\$539	\$9,658
City of Redding	Facility Supervisor	\$4,021	\$5,659										\$433	\$6,092
City of Roseville	Building Maintenance Supervisor	\$5,111	\$6,849		\$411	\$548		\$1,000	\$148	\$20			\$99	\$9,075
City of Sacramento	Structural Maintenance Supervisor	\$4,184	\$6,942		\$139	\$208		\$880					\$535	\$8,704
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Supervisor, Facilities Maintenance	\$3,284	\$4,401			\$308		\$1,207					\$337	\$6,253
County of El Dorado	Building Operations Supervisor	\$3,971	\$4,827	\$241		\$338		\$1,284					\$70	\$6,760
County of Placer	Supervising Building Crafts Mechanic	\$4,249	\$5,165	\$258		\$362	\$1,500	\$1,190	\$50	\$9			\$395	\$8,929
County of Sacramento	No Comparable Class													
County of Yolo	Supervising Building Crafts Mechanic	\$3,726	\$4,529			\$317	\$1,014						\$346	\$6,206
Federal Government - Northern CA	Maintenance Supervisor	\$4,222	\$4,924		\$246			\$697					\$367	\$6,234

Base Salary Median		\$5,165
Base Salary Mean		\$5,594
Percentage Above or Below Median		12.13%
Percentage Above or Below Mean		4.83%

Total Compensation Median	\$6,760
Total Compensation Mean	\$7,546
Percentage Above or Below Median	7.91%
Percentage Above or Below Mean	-2.79%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Senior Engineering Technician	\$5,262	\$6,715	\$168		\$537		\$913	\$143	\$21		\$25	\$514	\$9,036
City of Redding	Engineering Technician II	\$3,571	\$4,557			\$319		\$1,160	\$106	\$16			\$66	\$6,224
City of Roseville	Sr. Engineering Technician	\$3,635	\$5,115	\$128	\$153	\$409		\$916					\$74	\$6,796
City of Sacramento	Engineering Technician III	\$3,685	\$5,185			\$156		\$880					\$399	\$6,620
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cadastral Drafting Technician, Senior	\$2,903	\$3,890			\$272		\$1,207					\$298	\$5,667
County of El Dorado	Senior CADD Technician	\$4,356	\$5,297	\$265		\$371		\$1,284					\$77	\$7,293
County of Placer	Cadastral Technician Senior	\$3,954	\$4,806	\$240		\$336		\$1,190	\$50	\$9			\$368	\$6,999
County of Sacramento	Principal Engineering Technician	\$4,326	\$5,519					\$827	\$95				\$422	\$6,863
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Engineer Technician GIS-CADD	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,185
Base Salary Mean		\$5,219
Percentage Above or Below Median		-14.11%
Percentage Above or Below Mean		-14.86%

Total Compensation Median	\$6,863
Total Compensation Mean	\$6,980
Percentage Above or Below Median	-16.93%
Percentage Above or Below Mean	-18.91%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Transportation Engineering Technician</b>	<b>\$3,922</b>	<b>\$4,766</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$365</b>	<b>\$6,109</b>
City of Chico	Engineering Technician II	\$3,389	\$4,541			\$182		\$1,013	\$66	\$5			\$347	\$6,154
City of Davis	Engineering Technician II	\$3,505	\$4,260			\$341	\$1,340						\$62	\$6,003
City of Eureka	Engineering Technician II	\$2,810	\$3,417					\$928					\$50	\$4,395
City of Folsom	Engineering Technician II	\$4,251	\$5,425	\$136		\$434		\$913	\$143	\$21		\$25	\$415	\$7,512
City of Redding	Engineering Technician I	\$3,160	\$4,033			\$282		\$1,160	\$106	\$16			\$58	\$5,656
City of Roseville	Engineering Technician II	\$3,280	\$4,615	\$115	\$138	\$369		\$916					\$67	\$6,221
City of Sacramento	Engineering Technician II	\$3,350	\$4,714			\$141		\$880					\$363	\$6,098
City of Woodland	Engineering Technician II	\$3,537	\$4,300			\$344		\$1,145	\$116	\$22			\$62	\$5,989
City of Yuba City	Engineering Technician I	\$3,362	\$4,086			\$266		\$750	\$86				\$59	\$5,247
County of Butte	Engineering Technician, Associate	\$3,367	\$4,511			\$316		\$1,207					\$345	\$6,379
County of El Dorado	Senior Engineering Technician	\$4,356	\$5,297	\$265		\$371		\$1,284					\$77	\$7,293
County of Placer	Engineering Technician II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Engineer Technician II	\$3,330	\$4,047					\$827	\$95				\$310	\$5,279
County of Yolo	Engineering Technician II	\$3,363	\$4,088					\$926	\$79	\$9			\$313	\$5,415
Federal Government - Northern CA	Engineering Technician	\$3,390	\$5,361		\$268			\$697					\$399	\$6,725

Base Salary Median		<b>\$4,511</b>
Base Salary Mean		<b>\$4,516</b>
Percentage Above or Below Median		<b>5.35%</b>
Percentage Above or Below Mean		<b>5.24%</b>

Total Compensation Median	<b>\$6,098</b>
Total Compensation Mean	<b>\$6,110</b>
Percentage Above or Below Median	<b>0.17%</b>
Percentage Above or Below Mean	<b>-0.02%</b>

Number of Comparable Matches	<b>15</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Graphic Designer II</b>	<b>\$3,705</b>	<b>\$4,503</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$344</b>	<b>\$5,825</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Graphic Designer	\$2,806	\$3,583			\$251		\$1,160	\$106	\$16			\$52	\$5,168
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Visual Information Specialist	\$3,061	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		<b>\$4,226</b>
Base Salary Mean		<b>\$4,226</b>
Percentage Above or Below Median		<b>6.16%</b>
Percentage Above or Below Mean		<b>6.16%</b>

Total Compensation Median	<b>\$5,669</b>
Total Compensation Mean	<b>\$5,669</b>
Percentage Above or Below Median	<b>2.68%</b>
Percentage Above or Below Mean	<b>2.68%</b>

Number of Comparable Matches	<b>2</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Caltrans Highway Maintenance Worker</b>	<b>\$2,873</b>	<b>\$3,120</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$239</b>	<b>\$4,337</b>
City of Chico	Maintenance Worker	\$2,730	\$3,659			\$146		\$1,013	\$66	\$5			\$280	\$5,169
City of Davis	Public Works Maintenance Worker II	\$3,264	\$3,967	\$99		\$317	\$1,340						\$58	\$5,781
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	\$3,330	\$4,251	\$106		\$340		\$913	\$143	\$21		\$25	\$325	\$6,125
City of Redding	Public Works Maintenance Worker	\$3,243	\$3,406										\$49	\$3,455
City of Roseville	No Comparable Class													
City of Sacramento	Street Construction Laborer	\$3,621	\$5,096			\$153		\$880					\$392	\$6,521
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Road Maintenance Assistant	\$1,908	\$2,557			\$179		\$1,207					\$196	\$4,139
County of El Dorado	Highway Maintenance Worker I	\$2,681	\$3,259	\$163		\$228		\$1,284					\$47	\$4,981
County of Placer	No Comparable Class													
County of Sacramento	Highway Maintenance Worker	\$3,019	\$3,670					\$827	\$95				\$281	\$4,873
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker Roads	\$2,479	\$2,701		\$135			\$697					\$201	\$3,734

Base Salary Median		<b>\$3,659</b>
Base Salary Mean		<b>\$3,618</b>
Percentage Above or Below Median		<b>-17.28%</b>
Percentage Above or Below Mean		<b>-15.98%</b>

Total Compensation Median	<b>\$4,981</b>
Total Compensation Mean	<b>\$4,975</b>
Percentage Above or Below Median	<b>-14.87%</b>
Percentage Above or Below Mean	<b>-14.73%</b>

Number of Comparable Matches	<b>9</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Industrial Hygienist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-7.33%
Percentage Above or Below Mean		-7.33%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-7.16%
Percentage Above or Below Mean	-7.16%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Correctional Supervising Cook</b>	<b>\$2,899</b>	<b>\$3,526</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$51</b>	<b>\$4,555</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cook	\$1,861	\$2,494			\$175		\$1,207					\$191	\$4,066
County of El Dorado	Correctional Cook	\$2,520	\$3,063	\$153		\$214		\$1,284					\$44	\$4,759
County of Placer	Cook	\$2,549	\$3,098	\$155		\$217		\$1,190	\$50	\$9			\$237	\$4,956
County of Sacramento	Cook I	\$2,373	\$2,885					\$827	\$95				\$221	\$4,028
County of Yolo	Detention Facility Cook	\$2,246	\$2,730					\$926	\$79	\$9			\$209	\$3,953
Federal Government - Northern CA	Cook	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		<b>\$2,888</b>
Base Salary Mean		<b>\$2,860</b>
Percentage Above or Below Median		<b>18.09%</b>
Percentage Above or Below Mean		<b>18.88%</b>

Total Compensation Median	<b>\$4,047</b>
Total Compensation Mean	<b>\$4,285</b>
Percentage Above or Below Median	<b>11.15%</b>
Percentage Above or Below Mean	<b>5.93%</b>

Number of Comparable Matches	<b>6</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Risk Management Analyst, Senior	\$4,002	\$5,363			\$375		\$1,207					\$410	\$7,356
County of El Dorado	No Comparable Class													
County of Placer	Risk Management Investigator	\$5,708	\$6,939	\$347		\$486	\$1,500	\$1,190	\$50	\$9			\$531	\$11,052
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median	\$6,151
Base Salary Mean	\$6,151
Percentage Above or Below Median	-9.49%
Percentage Above or Below Mean	-9.49%

Total Compensation Median	\$9,204
Total Compensation Mean	\$9,204
Percentage Above or Below Median	-37.83%
Percentage Above or Below Mean	-37.83%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Chico	Administrative Analyst II	\$4,028	\$5,398			\$216		\$1,013	\$66	\$5			\$413	\$7,111
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Legal Secretary	\$4,147	\$5,293	\$132		\$423		\$913	\$143	\$21		\$25	\$405	\$7,356
City of Redding	Legal Secretary	\$2,836	\$3,446										\$50	\$3,496
City of Roseville	Legal Clerk II	\$3,661	\$4,907	\$123	\$147	\$393		\$916					\$71	\$6,557
City of Sacramento	Legal Secretary	\$3,530	\$5,294			\$159		\$880					\$408	\$6,740
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Legal Secretary	\$2,324	\$3,115			\$218		\$1,207					\$238	\$4,778
County of El Dorado	Legal Secretary II	\$2,855	\$3,468	\$173		\$243		\$1,284					\$50	\$5,218
County of Placer	Legal Secretary Journey	\$2,951	\$3,586	\$179		\$251		\$1,190	\$50	\$9			\$274	\$5,540
County of Sacramento	Legal Secretary	\$2,817	\$3,424					\$827	\$95				\$262	\$4,608
County of Yolo	Legal Secretary II	\$2,615	\$3,178					\$926	\$79	\$9			\$243	\$4,435
Federal Government - Northern CA	Legal Assistant Office Automation	\$2,471	\$3,979		\$199			\$697					\$296	\$5,171

Base Salary Median		\$3,586
Base Salary Mean		\$4,099
Percentage Above or Below Median		-1.99%
Percentage Above or Below Mean		-16.58%

Total Compensation Median	\$5,218
Total Compensation Mean	\$5,546
Percentage Above or Below Median	-9.56%
Percentage Above or Below Mean	-16.45%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Librarian	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	No Comparable Class													
City of Roseville	Librarian	\$3,258	\$4,585	\$115	\$138	\$367		\$916					\$66	\$6,186
City of Sacramento	No Comparable Class													
City of Woodland	Librarian II	\$3,895	\$4,735			\$379		\$1,145	\$116	\$22			\$69	\$6,465
City of Yuba City	No Comparable Class													
County of Butte	Librarian	\$2,903	\$3,890			\$272		\$1,207					\$298	\$5,667
County of El Dorado	Librarian II	\$3,514	\$4,269	\$213		\$299		\$1,284					\$62	\$6,127
County of Placer	Librarian II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	No Comparable Class													
County of Yolo	Librarian II	\$3,331	\$4,049			\$283	\$1,014						\$310	\$5,656
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$4,585
Base Salary Mean		\$4,499
Percentage Above or Below Median		10.05%
Percentage Above or Below Mean		11.73%

Total Compensation Median	\$6,186
Total Compensation Mean	\$6,329
Percentage Above or Below Median	4.31%
Percentage Above or Below Mean	2.10%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Licensed Psychiatric Technician</b>	<b>\$3,033</b>	<b>\$3,649</b>					<b>\$978</b>					<b>\$53</b>	<b>\$4,680</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Psychiatric Technician	\$2,763	\$3,703			\$259		\$1,207					\$283	\$5,452
County of El Dorado	Psychiatric Technician II	\$3,463	\$4,210	\$211		\$295		\$1,284					\$61	\$6,060
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		<b>\$3,957</b>
Base Salary Mean		<b>\$3,957</b>
Percentage Above or Below Median		<b>-8.43%</b>
Percentage Above or Below Mean		<b>-8.43%</b>

Total Compensation Median	<b>\$5,756</b>
Total Compensation Mean	<b>\$5,756</b>
Percentage Above or Below Median	<b>-23.00%</b>
Percentage Above or Below Mean	<b>-23.00%</b>

Number of Comparable Matches	<b>2</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Maintenance Mechanic</b>	<b>\$3,835</b>	<b>\$4,207</b>					<b>\$879</b>	<b>\$90</b>	<b>\$9</b>			<b>\$322</b>	<b>\$5,507</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	HVAC Technician		\$4,346										\$63	\$4,409
City of Roseville	No Comparable Class													
City of Sacramento	Stationary Engineer	\$3,953	\$5,562			\$167		\$880					\$428	\$7,037
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Building Operations Technician	\$3,451	\$4,196	\$210		\$294		\$1,284					\$61	\$6,044
County of Placer	Refrigeration and AC Mechanic, Senior	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Stationary Engineer I	\$4,952	\$5,458					\$827	\$95				\$418	\$6,798
County of Yolo	Building Crafts Mechanic III	\$3,274	\$3,981					\$926	\$79	\$9			\$305	\$5,300
Federal Government - Northern CA	AC Equipment Mechanic	\$3,387	\$3,952		\$198			\$697					\$294	\$5,141

Base Salary Median		<b>\$4,271</b>
Base Salary Mean		<b>\$4,451</b>
Percentage Above or Below Median		<b>-1.52%</b>
Percentage Above or Below Mean		<b>-5.80%</b>

Total Compensation Median	<b>\$5,801</b>
Total Compensation Mean	<b>\$5,872</b>
Percentage Above or Below Median	<b>-5.34%</b>
Percentage Above or Below Mean	<b>-6.63%</b>

Number of Comparable Matches	<b>10</b>
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### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	Pharmacy Technician	\$2,810	\$3,416	\$171		\$239		\$1,190	\$50	\$9			\$261	\$5,336
County of Sacramento	Pharmacy Technician	\$2,702	\$3,287					\$827	\$95				\$251	\$4,460
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Pharmacy Technician	\$2,755	\$3,581		\$179			\$697					\$267	\$4,724

Base Salary Median		\$3,416
Base Salary Mean		\$3,428
Percentage Above or Below Median		-6.45%
Percentage Above or Below Mean		-6.82%

Total Compensation Median	\$4,724
Total Compensation Mean	\$4,840
Percentage Above or Below Median	-6.57%
Percentage Above or Below Mean	-9.20%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	Building Trades Maintenance Worker		\$3,940			\$276		\$1,159	\$106	\$16			\$57	\$5,554
City of Roseville	No Comparable Class													
City of Sacramento	Plumber	\$3,615	\$5,998			\$180		\$880					\$462	\$7,520
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Senior Building Maintenance Worker	\$3,215	\$3,907	\$195		\$273		\$1,284					\$57	\$5,716
County of Placer	Senior Building Craft Mechanic	\$3,854	\$4,685	\$234		\$328		\$1,190	\$50	\$9			\$358	\$6,855
County of Sacramento	Plumber		\$5,509					\$827	\$95				\$421	\$6,852
County of Yolo	Building Crafts Mechanic III	\$3,273	\$3,980					\$926	\$79	\$9			\$304	\$5,298
Federal Government - Northern CA	Plumber	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$3,960
Base Salary Mean		\$4,373
Percentage Above or Below Median		5.74%
Percentage Above or Below Mean		-4.10%

Total Compensation Median	\$5,637
Total Compensation Mean	\$5,940
Percentage Above or Below Median	-2.49%
Percentage Above or Below Mean	-8.00%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Public Health Microbiologist, Senior	\$4,309	\$5,775			\$404		\$1,207					\$442	\$7,828
County of El Dorado	Public Health Microbiologist	\$4,600	\$5,592	\$280		\$391		\$1,284					\$81	\$7,628
County of Placer	Senior Public Health Microbiologist	\$4,577	\$5,564	\$278		\$389		\$1,190	\$50	\$9			\$426	\$7,906
County of Sacramento	Senior Public Health Microbiologist	\$4,441	\$5,399					\$827	\$95				\$413	\$6,734
County of Yolo	Public Health Microbiologist II	\$4,001	\$4,864					\$926	\$79	\$9			\$372	\$6,250
Federal Government - Northern CA	Microbiologist	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,578
Base Salary Mean		\$5,709
Percentage Above or Below Median		9.14%
Percentage Above or Below Mean		7.01%

Total Compensation Median	\$7,728
Total Compensation Mean	\$7,497
Percentage Above or Below Median	-1.86%
Percentage Above or Below Mean	1.18%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Chico	Management Analyst		\$7,746			\$155		\$1,013	\$66	\$5			\$593	\$9,577
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Management Analyst	\$5,524	\$7,051	\$176		\$564		\$913	\$143	\$21		\$25	\$539	\$9,433
City of Redding	Management Analyst II	\$3,794	\$5,338			\$374		\$1,160	\$106	\$16			\$77	\$7,071
City of Roseville	Administrative Analyst II	\$5,367	\$7,192	\$180	\$216	\$575		\$916					\$104	\$9,183
City of Sacramento	Administrative Analyst	\$4,599	\$6,898			\$207		\$880					\$531	\$8,516
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst II	\$4,508	\$5,480		\$100	\$438		\$750	\$97				\$79	\$6,945
County of Butte	No Comparable Class													
County of El Dorado	Administrative Analyst II	\$4,526	\$5,502	\$275		\$385		\$1,284					\$80	\$7,526
County of Placer	Staff Services Analyst II	\$4,461	\$5,423	\$271		\$380		\$1,190	\$50	\$9			\$415	\$7,738
County of Sacramento	Administrative Services Officer I	\$4,265	\$5,185					\$827	\$95				\$397	\$6,504
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Statistician	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$6,200
Base Salary Mean		\$6,287
Percentage Above or Below Median		-10.40%
Percentage Above or Below Mean		-11.96%

Total Compensation Median	\$8,127
Total Compensation Mean	\$8,113
Percentage Above or Below Median	-15.71%
Percentage Above or Below Mean	-15.51%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Epidemiologist	\$4,600	\$5,592	\$280		\$391		\$1,284					\$81	\$7,628
County of Placer	No Comparable Class													
County of Sacramento	Epidemiologist	\$5,509	\$6,695		\$67			\$827	\$95				\$512	\$8,196
County of Yolo	Public Health Epidemiologist	\$4,693	\$5,705			\$399		\$926	\$79	\$9			\$436	\$7,555
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$5,705
Base Salary Mean		\$5,997
Percentage Above or Below Median		19.01%
Percentage Above or Below Mean		14.86%

Total Compensation Median	\$7,628
Total Compensation Mean	\$7,793
Percentage Above or Below Median	10.90%
Percentage Above or Below Mean	8.97%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Safety Specialist	\$4,265	\$6,001			\$420		\$1,160	\$106	\$16			\$87	\$7,790
City of Roseville	Safety Coordinator	\$5,367	\$7,192		\$432	\$575		\$1,000	\$148	\$20			\$104	\$9,471
City of Sacramento	Environmental Health and Safety Specialist	\$4,585	\$6,877		\$275	\$481		\$880					\$530	\$9,043
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Safety Officer	\$4,876	\$6,534			\$457		\$1,207					\$500	\$8,698
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Safety Specialist	\$5,331	\$6,480					\$827	\$95				\$496	\$7,898
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Safety and Occupational Health Specialist	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$6,507
Base Salary Mean		\$6,496
Percentage Above or Below Median		14.56%
Percentage Above or Below Mean		14.71%

Total Compensation Median	\$8,298
Total Compensation Mean	\$8,370
Percentage Above or Below Median	9.79%
Percentage Above or Below Mean	9.01%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Library Security Guard	\$2,027	\$2,852	\$71	\$86	\$228		\$916					\$41	\$4,194
City of Sacramento	Security Officer	\$4,131	\$4,131			\$124		\$880					\$318	\$5,453
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Building Security Attendant	\$2,290	\$2,784					\$827	\$95				\$213	\$3,919
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Security Guard	\$2,209	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$3,032
Base Salary Mean		\$3,245
Percentage Above or Below Median		-14.89%
Percentage Above or Below Mean		-22.95%

Total Compensation Median	\$4,252
Total Compensation Mean	\$4,469
Percentage Above or Below Median	-11.33%
Percentage Above or Below Mean	-17.02%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Senior Transportation Engineer/1st Supervisor</b>	<b>\$7,377</b>	<b>\$8,965</b>					<b>\$1,013</b>					<b>\$634</b>	<b>\$10,612</b>
City of Chico	Senior Civil Engineer		\$9,786			\$196		\$1,013	\$66	\$5			\$749	\$11,814
City of Davis	Senior Civil Engineer	\$6,656	\$8,091			\$647	\$1,340						\$117	\$10,196
City of Eureka	Associate Civil Engineer	\$5,306	\$6,452					\$1,165	\$53	\$5			\$94	\$7,769
City of Folsom	Senior Civil Engineer	\$6,881	\$8,785	\$220		\$703		\$913	\$143	\$21		\$25	\$631	\$11,441
City of Redding	No Comparable Class													
City of Roseville	Senior Engineer	\$6,267	\$8,398		\$504	\$672		\$1,000	\$148	\$20			\$122	\$10,863
City of Sacramento	Supervising Engineer	\$6,788	\$10,181		\$407	\$713		\$880					\$655	\$12,836
City of Woodland	Associate Civil Engineer	\$5,370	\$6,527		\$131	\$522		\$1,145	\$116	\$22			\$95	\$8,557
City of Yuba City	No Comparable Class													
County of Butte	Civil Engineer, Senior	\$5,328	\$7,212			\$505		\$1,207					\$552	\$9,476
County of El Dorado	Senior Civil Engineer	\$6,405	\$7,786	\$389		\$545		\$1,284					\$113	\$10,117
County of Placer	Senior Civil Engineer	\$6,921	\$8,413	\$421		\$589		\$1,190	\$50	\$9			\$626	\$11,297
County of Sacramento	Senior Civil Engineer	\$7,891	\$8,700					\$827	\$95				\$630	\$10,252
County of Yolo	Senior Civil Engineer	\$6,494	\$7,894			\$553	\$1,014						\$604	\$10,064
Federal Government - Northern CA	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		<b>\$8,091</b>
Base Salary Mean		<b>\$8,037</b>
Percentage Above or Below Median		<b>9.75%</b>
Percentage Above or Below Mean		<b>10.35%</b>

Total Compensation Median	<b>\$10,196</b>
Total Compensation Mean	<b>\$10,186</b>
Percentage Above or Below Median	<b>3.92%</b>
Percentage Above or Below Mean	<b>4.01%</b>

Number of Comparable Matches	<b>13</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Chico	Administrative Analyst I	\$3,458	\$4,634			\$185		\$1,013	\$66	\$5			\$355	\$6,258
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Management Analyst I	\$3,280	\$4,615			\$323		\$1,160	\$106	\$16			\$67	\$6,287
City of Roseville	Administrative Analyst I	\$4,952	\$6,636		\$398	\$531		\$1,000	\$148	\$20			\$96	\$8,829
City of Sacramento	No Comparable Class													
City of Woodland	Management Analyst I	\$4,093	\$4,973			\$398		\$1,145	\$116	\$22			\$72	\$6,726
City of Yuba City	Administrative Analyst I	\$3,815	\$4,636			\$301		\$750	\$86				\$67	\$5,841
County of Butte	No Comparable Class													
County of El Dorado	Staff Services Analyst I	\$4,073	\$4,952	\$248		\$347		\$1,284					\$72	\$6,902
County of Placer	Staff Services Analyst I	\$4,047	\$4,919	\$246		\$344		\$1,190	\$50	\$9			\$376	\$7,135
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Management Analyst	\$3,744	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,894
Base Salary Mean		\$5,029
Percentage Above or Below Median		-10.07%
Percentage Above or Below Mean		-13.12%

Total Compensation Median	\$6,506
Total Compensation Mean	\$6,769
Percentage Above or Below Median	-12.88%
Percentage Above or Below Mean	-17.43%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Administrative Officer	\$5,692	\$8,538		\$342	\$598		\$880					\$632	\$10,989
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst III	\$5,819	\$7,074		\$100	\$566		\$750	\$97				\$103	\$8,689
County of Butte	No Comparable Class													
County of El Dorado	Administrative Services Officer	\$5,205	\$6,328	\$316		\$443		\$1,284					\$92	\$8,463
County of Placer	Administrative Services Officer, Senior	\$5,431	\$6,602	\$330		\$462	\$1,500	\$1,190	\$50	\$9			\$505	\$10,648
County of Sacramento	Administrative Services Officer III	\$6,582	\$7,258		\$73			\$827	\$95				\$555	\$8,808
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$7,074
Base Salary Mean		\$7,160
Percentage Above or Below Median		-15.46%
Percentage Above or Below Mean		-16.86%

Total Compensation Median	\$8,808
Total Compensation Mean	\$9,520
Percentage Above or Below Median	-15.76%
Percentage Above or Below Mean	-25.11%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Water Quality Laboratory Supervisor	\$4,820	\$5,859					\$827	\$95				\$448	\$7,229
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Supervising Biologist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$6,459
Base Salary Mean		\$6,459
Percentage Above or Below Median		6.35%
Percentage Above or Below Mean		6.35%

Total Compensation Median	\$7,932
Total Compensation Mean	\$7,932
Percentage Above or Below Median	5.99%
Percentage Above or Below Mean	5.99%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Transportation Engineer</b>	<b>\$6,270</b>	<b>\$7,617</b>					<b>\$901</b>	<b>\$90</b>	<b>\$9</b>			<b>\$583</b>	<b>\$9,200</b>
City of Chico	No Comparable Class													
City of Davis	Associate Civil Engineer	\$5,538	\$6,732			\$539	\$1,340						\$98	\$8,708
City of Eureka	No Comparable Class													
City of Folsom	Assistant City Engineer	\$5,944	\$7,587	\$190		\$607		\$913	\$143	\$21		\$25	\$580	\$10,066
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Associate Civil Engineer	\$5,504	\$7,744		\$155	\$232		\$880					\$596	\$9,607
City of Woodland	No Comparable Class													
City of Yuba City	Associate Civil Engineer	\$5,959	\$7,243		\$100	\$579		\$750	\$97				\$105	\$8,874
County of Butte	Civil Engineer, Associate	\$4,876	\$6,534			\$457		\$1,207					\$500	\$8,698
County of El Dorado	Assistant Civil Engineer	\$4,557	\$5,538	\$277		\$388		\$1,284					\$80	\$7,567
County of Placer	Associate Civil Engineer	\$5,979	\$7,267	\$363		\$509		\$1,190	\$50	\$9			\$556	\$9,944
County of Sacramento	Associate Civil Engineer	\$6,433	\$7,820					\$827	\$95				\$598	\$9,340
County of Yolo	Civil Engineer	\$5,359	\$6,513					\$926	\$79	\$9			\$498	\$8,025
Federal Government - Northern CA	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		<b>\$6,988</b>
Base Salary Mean		<b>\$6,859</b>
Percentage Above or Below Median		<b>8.26%</b>
Percentage Above or Below Mean		<b>9.95%</b>

Total Compensation Median	<b>\$8,791</b>
Total Compensation Mean	<b>\$8,784</b>
Percentage Above or Below Median	<b>4.44%</b>
Percentage Above or Below Mean	<b>4.52%</b>

Number of Comparable Matches	<b>10</b>
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#### 2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Veterinarian	\$5,597	\$8,395		\$336	\$588		\$880					\$630	\$10,828
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Veterinarian	\$6,041	\$7,343		\$73			\$827	\$95				\$562	\$8,900
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Veterinary Medical Officer	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,343
Base Salary Mean		\$7,599
Percentage Above or Below Median		-11.68%
Percentage Above or Below Mean		-15.57%

Total Compensation Median	\$8,900
Total Compensation Mean	\$9,454
Percentage Above or Below Median	-10.48%
Percentage Above or Below Mean	-17.36%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

### Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<b>Department of Personnel Administration</b>	<b>Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional</b>	<b>\$3,894</b>	<b>\$4,867</b>					<b>\$978</b>					<b>\$372</b>	<b>\$6,217</b>
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Vocational Rehabilitation Counselor	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		<b>\$7,059</b>
Base Salary Mean		<b>\$7,059</b>
Percentage Above or Below Median		<b>-45.04%</b>
Percentage Above or Below Mean		<b>-45.04%</b>

Total Compensation Median	<b>\$8,635</b>
Total Compensation Mean	<b>\$8,635</b>
Percentage Above or Below Median	<b>-38.88%</b>
Percentage Above or Below Mean	<b>-38.88%</b>

Number of Comparable Matches	<b>1</b>
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## **Appendix 2: General Classification Group Regional Data by Class**

### **Bay Area Region**

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City and County of San Francisco	Senior Account Clerk	\$3,852	\$4,682			\$351		\$965					\$358	\$6,356
City of Hayward	Senior Account Clerk	\$3,824	\$4,590		\$84	\$321		\$2,001	\$137	\$22			\$67	\$7,222
City of Oakland	Account Clerk II	\$3,192	\$3,916			\$196		\$1,121	\$97	\$23			\$57	\$5,410
City of San Jose	Account Clerk II	\$3,364	\$4,089					\$977	\$102	\$17			\$59	\$5,244
City of Vacaville	Account Clerk II	\$3,067	\$3,727					\$1,121	\$77	\$19			\$54	\$4,998
County of Alameda	Account Clerk II	\$3,114	\$3,682					\$1,185	\$124				\$282	\$5,273
County of Contra Costa	Account Clerk-Experienced Level	\$2,889	\$3,582			\$175		\$1,134	\$73				\$274	\$5,238
County of Marin	Accounting Assistant	\$3,377	\$3,994			\$165	\$690						\$58	\$4,907
County of San Mateo	Fiscal Office Assistant II	\$3,021	\$3,777			\$309		\$1,020	\$74	\$15			\$289	\$5,484
County of Santa Clara	Account Clerk II	\$3,131	\$3,778			\$264		\$1,305	\$113	\$11			\$55	\$5,526
County of Solano	Accounting Clerk II	\$2,986	\$3,666	\$92		\$220		\$897	\$86	\$12			\$280	\$5,253
Federal Government - Bay Area	Fiscal Accounts Clerk	\$2,877	\$3,739		\$187			\$697					\$279	\$4,902

Base Salary Median		\$3,778
Base Salary Mean		\$3,935
Percentage Above or Below Median		-31.35%
Percentage Above or Below Mean		-36.83%

Total Compensation Median	\$5,263
Total Compensation Mean	\$5,484
Percentage Above or Below Median	-29.18%
Percentage Above or Below Mean	-34.62%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City and County of San Francisco	Biologist II	\$4,806	\$6,886					\$965					\$527	\$8,378
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Biologist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Agricultural Biologist II	\$4,210	\$5,089			\$356		\$1,305	\$113	\$11			\$74	\$6,948
County of Solano	No Comparable Class													
Federal Government - Bay Area	Biologist	\$3,563	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,826
Base Salary Mean		\$6,407
Percentage Above or Below Median		-22.24%
Percentage Above or Below Mean		-14.73%

Total Compensation Median	\$8,184
Total Compensation Mean	\$7,931
Percentage Above or Below Median	-17.10%
Percentage Above or Below Mean	-13.47%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Facility Repair Worker	\$4,503	\$5,472					\$977	\$102	\$17			\$79	\$6,647
City of Vacaville	Maintenance Worker - Facilities	\$3,523	\$4,282					\$1,121	\$77	\$19			\$62	\$5,561
County of Alameda	Building Maintenance Worker II	\$5,306	\$5,306					\$1,185	\$124				\$406	\$7,021
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Worker II	\$4,490	\$4,903			\$202	\$717						\$71	\$5,894
County of San Mateo	No Comparable Class													
County of Santa Clara	General Maintenance Mechanic II	\$3,604	\$4,353			\$305		\$1,305	\$113	\$11			\$63	\$6,150
County of Solano	Building Maintenance Assistant	\$2,663	\$3,236	\$81		\$194		\$897	\$86	\$12			\$248	\$4,754
Federal Government - Bay Area	Maintenance Worker	\$3,269	\$3,815		\$191			\$697					\$284	\$4,987

Base Salary Median		\$4,353
Base Salary Mean		\$4,481
Percentage Above or Below Median		-24.48%
Percentage Above or Below Mean		-28.14%

Total Compensation Median	\$5,894
Total Compensation Mean	\$5,859
Percentage Above or Below Median	-24.27%
Percentage Above or Below Mean	-23.54%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City and County of San Francisco	Carpenter	\$5,276	\$6,413			\$481		\$965					\$491	\$8,350
City of Hayward	Facilities Carpenter II	\$4,748	\$5,576		\$84	\$390		\$2,001	\$137	\$22			\$81	\$8,291
City of Oakland	Carpenter	\$4,602	\$5,652			\$283		\$1,121	\$97	\$23			\$82	\$7,258
City of San Jose	Carpenter	\$5,015	\$6,091					\$977	\$102	\$17			\$88	\$7,275
City of Vacaville	No Comparable Class													
County of Alameda	Carpenter		\$5,692					\$1,185	\$124				\$435	\$7,436
County of Contra Costa	Carpenter	\$4,953	\$5,460		\$85	\$266		\$1,134	\$73				\$418	\$7,436
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Carpenter-mill cabinet worker	\$5,856	\$5,856			\$479		\$1,020	\$74	\$15			\$448	\$7,892
County of Santa Clara	Carpenter	\$5,836	\$5,836			\$409		\$1,305	\$113	\$11			\$85	\$7,758
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	Carpenter	\$4,250	\$4,954		\$248			\$697					\$369	\$6,268

Base Salary Median		\$5,652
Base Salary Mean		\$5,642
Percentage Above or Below Median		-40.88%
Percentage Above or Below Mean		-40.63%

Total Compensation Median	\$7,436
Total Compensation Mean	\$7,395
Percentage Above or Below Median	-40.39%
Percentage Above or Below Mean	-39.60%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Certified Nursing Assistant	\$2,354	\$2,862					\$879	\$90	\$9			\$219	\$4,059
City and County of San Francisco	Nursing Assistant	\$4,026	\$4,892			\$367		\$965					\$374	\$6,598
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Certified Nursing Assistant	\$2,569	\$3,213		\$85	\$157		\$1,134	\$73				\$246	\$4,908
County of Marin	No Comparable Class													
County of San Mateo	Medical Services Assistant	\$3,037	\$3,796			\$311		\$1,020	\$74	\$15			\$290	\$5,506
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$3,796
Base Salary Mean		\$3,967
Percentage Above or Below Median		-32.63%
Percentage Above or Below Mean		-38.61%

Total Compensation Median	\$5,506
Total Compensation Mean	\$5,671
Percentage Above or Below Median	-35.65%
Percentage Above or Below Mean	-39.70%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City and County of San Francisco	Chemist II	\$5,014	\$7,055					\$965					\$540	\$8,560
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Chemist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	Lab Analyst	\$4,515	\$5,488					\$1,121	\$77	\$19			\$80	\$6,785
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	Clinical Laboratory Specialist	\$4,414	\$5,365	\$134		\$322		\$897	\$86	\$12			\$410	\$7,226
Federal Government - Bay Area	Chemist	\$5,273	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,796
Base Salary Mean		\$6,312
Percentage Above or Below Median		-21.25%
Percentage Above or Below Mean		-12.61%

Total Compensation Median	\$7,991
Total Compensation Mean	\$7,794
Percentage Above or Below Median	-13.96%
Percentage Above or Below Mean	-11.15%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City and County of San Francisco	Dietician	\$4,869	\$5,919			\$444		\$965					\$453	\$7,781
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Nutritionist II	\$4,609	\$5,538					\$1,185	\$124				\$424	\$7,271
County of Contra Costa	Dietician	\$4,091	\$4,973		\$85	\$243		\$1,134	\$73				\$380	\$6,888
County of Marin	Nutritionist	\$4,470	\$5,335			\$220	\$730						\$77	\$6,363
County of San Mateo	Dietician	\$4,717	\$5,896			\$482		\$1,020	\$74	\$15			\$451	\$7,938
County of Santa Clara	Clinical Dietitian II	\$5,041	\$6,100			\$427		\$1,305	\$113	\$11			\$88	\$8,044
County of Solano	Public Health Nutritionist	\$4,130	\$5,020	\$126		\$301		\$897	\$86	\$12			\$384	\$6,826
Federal Government - Bay Area	Dietician	\$4,359	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$5,717
Base Salary Mean		\$5,705
Percentage Above or Below Median		-38.36%
Percentage Above or Below Mean		-38.06%

Total Compensation Median	\$7,526
Total Compensation Mean	\$7,440
Percentage Above or Below Median	-38.69%
Percentage Above or Below Mean	-37.11%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City and County of San Francisco	Senior Medical Social Worker	\$5,584	\$6,786			\$509		\$965					\$519	\$8,779
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Psychiatric Social Worker II	\$5,408	\$6,230					\$1,185	\$124				\$477	\$8,016
County of Contra Costa	Mental Health Clinical Specialist	\$4,153	\$6,165		\$85	\$301		\$1,134	\$73				\$472	\$8,229
County of Marin	Licensed Mental Health Practitioner	\$5,384	\$6,481			\$268	\$764						\$94	\$7,607
County of San Mateo	Psychiatric Social Worker II	\$5,134	\$6,419			\$525		\$1,020	\$74	\$15			\$491	\$8,544
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Social Worker	\$6,320	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,450
Base Salary Mean		\$6,716
Percentage Above or Below Median		10.83%
Percentage Above or Below Mean		7.14%

Total Compensation Median	\$8,387
Total Compensation Mean	\$8,518
Percentage Above or Below Median	-0.85%
Percentage Above or Below Mean	-2.43%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Construction and Maintenance Supervisor I	\$6,263	\$7,689			\$384		\$1,121	\$97	\$23			\$111	\$9,426
City of San Jose	Trades Supervisor	\$6,767	\$8,249					\$977	\$102	\$17			\$120	\$9,465
City of Vacaville	Public Works Supervisor - Facilities Maintenance	\$5,542	\$6,736										\$515	\$7,251
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Supervisor	\$5,919	\$7,266			\$300	\$788						\$105	\$8,459
County of San Mateo	Supervising Stationary Engineer	\$5,999	\$7,498			\$613		\$1,020	\$92	\$15			\$574	\$9,812
County of Santa Clara	No Comparable Class													
County of Solano	Facilities Operations Supervisor	\$5,231	\$6,358	\$159		\$381		\$897	\$86	\$12			\$486	\$8,380
Federal Government - Bay Area	Maintenance Supervisor	\$5,593	\$6,523		\$326			\$697					\$486	\$8,032

Base Salary Median	\$7,266
Base Salary Mean	\$7,188
Percentage Above or Below Median	-23.61%
Percentage Above or Below Mean	-22.29%

Total Compensation Median	\$8,459
Total Compensation Mean	\$8,689
Percentage Above or Below Median	-15.24%
Percentage Above or Below Mean	-18.37%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Senior Drafting and Design Technician	\$5,179	\$6,355			\$318		\$1,121	\$97	\$23			\$92	\$8,006
City of San Jose	Senior Engineering Technician	\$5,421	\$6,595					\$977	\$102	\$17			\$96	\$7,787
City of Vacaville	Engineering Technician III	\$4,136	\$5,027					\$1,121	\$77	\$19			\$73	\$6,317
County of Alameda	Engineering CAD/D Technician III	\$5,027	\$6,004					\$1,185	\$124				\$459	\$7,772
County of Contra Costa	Engineering Technician Senior	\$5,128	\$6,248			\$305		\$1,134	\$73				\$478	\$8,238
County of Marin	Engineering Technician III	\$5,086	\$6,068			\$251	\$752						\$88	\$7,159
County of San Mateo	Delineator II	\$5,133	\$6,415			\$525		\$1,020	\$74	\$15			\$491	\$8,539
County of Santa Clara	Engineering Technician III	\$5,138	\$6,216			\$435		\$1,305	\$113	\$11			\$90	\$8,170
County of Solano	Engineering Technician Senior	\$4,414	\$5,365	\$134		\$322		\$897	\$86	\$12			\$410	\$7,226
Federal Government - Bay Area	Engineer Technician GIS-CADD	\$5,273	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,232
Base Salary Mean		\$6,115
Percentage Above or Below Median		-37.15%
Percentage Above or Below Mean		-34.57%

Total Compensation Median	\$7,896
Total Compensation Mean	\$7,762
Percentage Above or Below Median	-34.53%
Percentage Above or Below Mean	-32.24%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City and County of San Francisco	No Comparable Class													
City of Hayward	Engineering Technician	\$4,146	\$5,023		\$84	\$352		\$2,001	\$137	\$22			\$73	\$7,692
City of Oakland	Engineering Technician II	\$4,360	\$5,353			\$268		\$1,121	\$97	\$23			\$78	\$6,939
City of San Jose	Engineering Technician II	\$4,945	\$6,016					\$977	\$102	\$17			\$87	\$7,199
City of Vacaville	Engineer Technician II	\$3,733	\$4,537					\$1,121	\$77	\$19			\$66	\$5,820
County of Alameda	Engineering Staff Assistant	\$4,607	\$5,488					\$1,185	\$124				\$420	\$7,217
County of Contra Costa	Engineering Technician journey level	\$4,316	\$5,131			\$250		\$1,134	\$73				\$393	\$6,981
County of Marin	Engineering Technician II	\$4,466	\$5,320			\$220	\$730						\$77	\$6,346
County of San Mateo	Public Works Technician II	\$4,485	\$5,606			\$459		\$1,020	\$74	\$15			\$429	\$7,602
County of Santa Clara	Engineer Technician II	\$4,353	\$5,263			\$368		\$1,305	\$113	\$11			\$76	\$7,137
County of Solano	Engineering Technician	\$3,870	\$4,704	\$118		\$282		\$897	\$86	\$12			\$360	\$6,459
Federal Government - Bay Area	Engineer Technician	\$3,946	\$6,240		\$312			\$697					\$465	\$7,714

Base Salary Median		\$5,320
Base Salary Mean		\$5,335
Percentage Above or Below Median		-11.62%
Percentage Above or Below Mean		-11.93%

Total Compensation Median	\$7,137
Total Compensation Mean	\$7,010
Percentage Above or Below Median	-16.83%
Percentage Above or Below Mean	-14.75%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City and County of San Francisco	Graphic Artist	\$3,670	\$4,459			\$334		\$965					\$341	\$6,100
City of Hayward	No Comparable Class													
City of Oakland	Graphic Design Specialist	\$4,908	\$6,026			\$301		\$1,121	\$97	\$23			\$87	\$7,656
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Graphic Artist	\$4,694	\$5,666					\$1,185	\$124				\$433	\$7,408
County of Contra Costa	Graphic Designer	\$3,403	\$4,137		\$85	\$202		\$1,134	\$73				\$316	\$5,947
County of Marin	No Comparable Class													
County of San Mateo	Graphic Specialist	\$4,108	\$5,136			\$420		\$1,020	\$74	\$15			\$393	\$7,058
County of Santa Clara	Graphic Designer II	\$4,171	\$5,041			\$353		\$1,305	\$113	\$11			\$73	\$6,896
County of Solano	No Comparable Class													
Federal Government - Bay Area	Visual Information Specialist	\$3,563	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,136
Base Salary Mean		\$5,162
Percentage Above or Below Median		-14.06%
Percentage Above or Below Mean		-14.63%

Total Compensation Median	\$7,058
Total Compensation Mean	\$6,876
Percentage Above or Below Median	-21.16%
Percentage Above or Below Mean	-18.04%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City and County of San Francisco	General Laborer	\$3,842	\$4,671			\$350		\$965					\$357	\$6,344
City of Hayward	No Comparable Class													
City of Oakland	Public Works Maintenance Worker	\$3,484	\$4,278			\$214		\$1,121	\$97	\$23			\$62	\$5,795
City of San Jose	Maintenance Worker II	\$4,030	\$4,898					\$977	\$102	\$17			\$71	\$6,065
City of Vacaville	Maintenance Worker I	\$3,132	\$3,132					\$1,121	\$77	\$19			\$45	\$4,394
County of Alameda	Laborer	\$4,118	\$4,451					\$1,185	\$124				\$341	\$6,101
County of Contra Costa	Maintenance Worker I	\$3,232	\$3,929			\$192		\$1,134	\$73				\$301	\$5,628
County of Marin	No Comparable Class													
County of San Mateo	Road Maintenance Worker I	\$3,791	\$4,739			\$388		\$1,020	\$74	\$15			\$363	\$6,598
County of Santa Clara	Road Maintenance Worker III	\$3,941	\$4,760			\$333		\$1,305	\$113	\$11			\$69	\$6,591
County of Solano	No Comparable Class													
Federal Government - Bay Area	Maintenance Worker Roads	\$3,389	\$3,978		\$199			\$697					\$296	\$5,170

Base Salary Median		\$4,451
Base Salary Mean		\$4,315
Percentage Above or Below Median		-42.66%
Percentage Above or Below Mean		-38.30%

Total Compensation Median	\$6,065
Total Compensation Mean	\$5,854
Percentage Above or Below Median	-39.85%
Percentage Above or Below Mean	-34.99%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City and County of San Francisco	Industrial Hygienist	\$7,230	\$8,788					\$965					\$631	\$10,384
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Environmental Health and Safety Analyst	\$5,960	\$7,242			\$507		\$1,305	\$113	\$11			\$105	\$9,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Industrial Hygienist	\$6,320	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,217
Base Salary Mean		\$8,082
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-22.89%

Total Compensation Median	\$9,931
Total Compensation Mean	\$9,866
Percentage Above or Below Median	-23.25%
Percentage Above or Below Mean	-22.44%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City and County of San Francisco	Cook	\$3,761	\$4,572			\$343		\$965					\$350	\$6,230
City of Hayward	No Comparable Class													
City of Oakland	Cook III	\$3,844	\$4,720			\$236		\$1,121	\$97	\$23			\$68	\$6,265
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Cook	\$3,096	\$3,517					\$1,185	\$124				\$269	\$5,095
County of Contra Costa	Cook	\$3,096	\$3,517			\$172		\$1,134	\$73				\$269	\$5,165
County of Marin	Cook	\$3,544	\$3,872			\$160	\$686						\$56	\$4,774
County of San Mateo	Cook II	\$3,708	\$4,146			\$339		\$1,020	\$74	\$15			\$317	\$5,911
County of Santa Clara	Cook II	\$3,263	\$3,941			\$276		\$1,305	\$113	\$11			\$57	\$5,703
County of Solano	Cook	\$2,864	\$3,481	\$87		\$209		\$897	\$86	\$12			\$266	\$5,038
Federal Government - Bay Area	Cook	\$3,269	\$3,815		\$191			\$697					\$284	\$4,987

Base Salary Median		\$3,872
Base Salary Mean		\$3,953
Percentage Above or Below Median		-9.81%
Percentage Above or Below Mean		-12.12%

Total Compensation Median	\$5,165
Total Compensation Mean	\$5,463
Percentage Above or Below Median	-13.38%
Percentage Above or Below Mean	-19.93%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Risk Coordinator	\$4,997	\$6,000					\$1,185	\$124				\$459	\$7,768
County of Contra Costa	Senior Insurance Analyst	\$5,002	\$6,080			\$297		\$1,134	\$73				\$465	\$8,049
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Insurance Analyst	\$5,249	\$6,382			\$447		\$1,305	\$113	\$11			\$93	\$8,350
County of Solano	Risk Analyst	\$5,293	\$6,434	\$161		\$386		\$897	\$86	\$12			\$492	\$8,468
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$6,231
Base Salary Mean		\$6,224
Percentage Above or Below Median		-10.91%
Percentage Above or Below Mean		-10.79%

Total Compensation Median	\$8,200
Total Compensation Mean	\$8,159
Percentage Above or Below Median	-22.79%
Percentage Above or Below Mean	-22.18%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City and County of San Francisco	Legal Secretary I	\$4,526	\$5,501			\$413		\$965					\$421	\$7,299
City of Hayward	Legal Secretary II	\$4,155	\$5,075		\$84	\$355		\$2,001	\$137	\$22			\$74	\$7,748
City of Oakland	Legal Administrative Assistant	\$4,664	\$5,727			\$286		\$1,121	\$97	\$23			\$83	\$7,337
City of San Jose	Legal Administrative Assistant-I	\$4,670	\$5,675					\$977	\$102	\$17			\$82	\$6,853
City of Vacaville	Legal Secretary	\$4,054	\$4,928										\$377	\$5,305
County of Alameda	Legal Secretary	\$3,450	\$4,098					\$1,185	\$124				\$313	\$5,720
County of Contra Costa	Clerk - Senior	\$2,906	\$3,711		\$85	\$181		\$1,134	\$73				\$284	\$5,468
County of Marin	Legal Secretary II	\$4,376	\$5,020			\$207	\$721						\$73	\$6,021
County of San Mateo	Legal Secretary II	\$4,037	\$5,046			\$413		\$1,020	\$74	\$15			\$386	\$6,954
County of Santa Clara	Legal Secretary I	\$3,814	\$4,606			\$322		\$1,305	\$113	\$11			\$67	\$6,424
County of Solano	Legal Secretary	\$3,093	\$3,849	\$96		\$231		\$897	\$86	\$12			\$294	\$5,466
Federal Government - Bay Area	Legal Assistant Office Automation	\$2,877	\$4,632		\$232			\$697					\$345	\$5,906

Base Salary Median		\$4,974
Base Salary Mean		\$4,822
Percentage Above or Below Median		-41.47%
Percentage Above or Below Mean		-37.15%

Total Compensation Median	\$6,222
Total Compensation Mean	\$6,375
Percentage Above or Below Median	-30.64%
Percentage Above or Below Mean	-33.85%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City and County of San Francisco	Librarian I	\$4,845	\$5,891			\$442		\$965					\$451	\$7,748
City of Hayward	Librarian I	\$3,895	\$4,729		\$84	\$331		\$1,121	\$137	\$22			\$69	\$6,493
City of Oakland	Librarian II	\$5,073	\$6,230			\$312		\$1,121	\$97	\$23			\$90	\$7,873
City of San Jose	Librarian II	\$5,502	\$6,691					\$977	\$102	\$17			\$97	\$7,884
City of Vacaville	No Comparable Class													
County of Alameda	Librarian II	\$4,308	\$4,960					\$1,185	\$124				\$379	\$6,648
County of Contra Costa	Librarian	\$3,942	\$5,034		\$85	\$246		\$1,134	\$73				\$385	\$6,957
County of Marin	No Comparable Class													
County of San Mateo	Librarian II	\$4,552	\$5,689			\$465		\$1,020	\$74	\$15			\$435	\$7,699
County of Santa Clara	Librarian II	\$4,715	\$5,707			\$399		\$1,305	\$113	\$11			\$83	\$7,618
County of Solano	Librarian	\$3,870	\$4,704	\$118		\$282		\$897	\$86	\$12			\$360	\$6,459
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$5,689
Base Salary Mean		\$5,515
Percentage Above or Below Median		-11.61%
Percentage Above or Below Mean		-8.20%

Total Compensation Median	\$7,618
Total Compensation Mean	\$7,264
Percentage Above or Below Median	-17.84%
Percentage Above or Below Mean	-12.37%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Psychiatric Technician	\$3,567	\$4,555		\$85	\$222		\$1,134	\$73				\$348	\$6,418
County of Marin	No Comparable Class													
County of San Mateo	Licensed Psychiatric Technician	\$3,954	\$4,942			\$404		\$1,020	\$74	\$15			\$378	\$6,833
County of Santa Clara	Psychiatric Technician II	\$3,867	\$4,669			\$327		\$1,305	\$113	\$11			\$68	\$6,493
County of Solano	Psychiatric Technician	\$3,970	\$4,826	\$121		\$290		\$897	\$86	\$12			\$369	\$6,600
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$4,748
Base Salary Mean		\$4,748
Percentage Above or Below Median		-30.10%
Percentage Above or Below Mean		-30.12%

Total Compensation Median	\$6,546
Total Compensation Mean	\$6,586
Percentage Above or Below Median	-39.88%
Percentage Above or Below Mean	-40.73%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City and County of San Francisco	Stationary Engineer		\$5,922			\$444		\$965					\$453	\$7,784
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Air Conditioner Mechanic	\$5,985	\$7,271					\$977	\$102	\$17			\$105	\$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Stationary Engineer		\$6,375					\$1,185	\$124				\$488	\$8,172
County of Contra Costa	Stationary Engineer	\$4,672	\$5,151			\$251		\$1,134	\$73				\$394	\$7,003
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Stationary Engineer II	\$5,855	\$5,855			\$479		\$1,020	\$74	\$15			\$448	\$7,891
County of Santa Clara	Refrigeration Mechanic		\$6,853			\$480		\$1,305	\$113	\$11			\$99	\$8,861
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	AC Equipment Mechanic	\$4,479	\$5,223		\$261			\$697					\$389	\$6,570

Base Salary Median		\$5,855
Base Salary Mean		\$5,909
Percentage Above or Below Median		-39.17%
Percentage Above or Below Mean		-40.46%

Total Compensation Median	\$7,784
Total Compensation Mean	\$7,570
Percentage Above or Below Median	-41.35%
Percentage Above or Below Mean	-37.47%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Pharmacy Technician	\$3,007	\$3,655		\$85	\$178		\$1,134	\$73				\$280	\$5,405
County of Marin	No Comparable Class													
County of San Mateo	Pharmacy Technician	\$3,467	\$4,333			\$354		\$1,020	\$74	\$15			\$331	\$6,128
County of Santa Clara	Pharmacy Technician	\$3,389	\$4,092			\$286		\$1,305	\$113	\$11			\$59	\$5,867
County of Solano	No Comparable Class													
Federal Government - Bay Area	Pharmacy Technician	\$3,206	\$4,169		\$208			\$697					\$311	\$5,385

Base Salary Median		\$4,131
Base Salary Mean		\$4,062
Percentage Above or Below Median		-28.72%
Percentage Above or Below Mean		-26.59%

Total Compensation Median	\$5,636
Total Compensation Mean	\$5,696
Percentage Above or Below Median	-27.15%
Percentage Above or Below Mean	-28.51%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City and County of San Francisco	Plumber	\$6,143	\$7,466			\$560		\$965					\$571	\$9,562
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Plumber	\$5,985	\$7,271					\$977	\$102	\$17			\$105	\$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Plumber		\$6,890					\$1,185	\$124				\$527	\$8,726
County of Contra Costa	Steamfitter	\$5,678	\$6,260		\$85	\$305		\$1,134	\$73				\$479	\$8,336
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Stationary Engineer II	\$5,855	\$5,855			\$479		\$1,020	\$74	\$15			\$448	\$7,891
County of Santa Clara	Plumber	\$6,853	\$6,853			\$480		\$1,305	\$113	\$11			\$99	\$8,861
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	Plumber	\$4,250	\$4,954		\$248			\$697					\$369	\$6,268

Base Salary Median		\$6,260
Base Salary Mean		\$6,231
Percentage Above or Below Median		-49.01%
Percentage Above or Below Mean		-48.32%

Total Compensation Median	\$8,336
Total Compensation Mean	\$7,944
Percentage Above or Below Median	-51.56%
Percentage Above or Below Mean	-44.42%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City and County of San Francisco	Microbiologist	\$5,679	\$6,905					\$965					\$528	\$8,398
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Microbiologist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	No Comparable Class													
County of Alameda	Senior Microbiologist	\$4,997	\$6,000					\$1,185	\$124				\$459	\$7,768
County of Contra Costa	Senior Public Health Microbiologist	\$4,982	\$6,056		\$85	\$296		\$1,134	\$73				\$463	\$8,107
County of Marin	Microbiologist III	\$5,460	\$6,554			\$271	\$767						\$95	\$7,686
County of San Mateo	Public Health Microbiologist II	\$5,571	\$6,963			\$570		\$1,020	\$74	\$15			\$533	\$9,174
County of Santa Clara	Public Health Microbiologist	\$5,410	\$7,223			\$506		\$1,305	\$113	\$11			\$105	\$9,262
County of Solano	No Comparable Class													
Federal Government - Bay Area	Microbiologist	\$4,359	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,851
Base Salary Mean		\$6,839
Percentage Above or Below Median		-11.59%
Percentage Above or Below Mean		-11.41%

Total Compensation Median	\$8,253
Total Compensation Mean	\$8,540
Percentage Above or Below Median	-8.78%
Percentage Above or Below Mean	-12.56%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City and County of San Francisco	Administrative Analyst	\$5,014	\$6,095			\$457		\$965					\$466	\$7,983
City of Hayward	Administrative Analyst II	\$5,283	\$6,413		\$84	\$449		\$1,121	\$137	\$22			\$93	\$8,319
City of Oakland	Administrative Analyst	\$5,154	\$6,328			\$316		\$1,121	\$97	\$23			\$92	\$7,977
City of San Jose	Analyst II	\$5,540	\$6,732					\$977	\$102	\$17			\$98	\$7,926
City of Vacaville	Management Analyst II	\$5,796	\$7,043		\$70			\$1,121	\$77	\$19			\$102	\$8,433
County of Alameda	Management Analyst	\$5,184	\$6,947					\$1,185	\$124				\$531	\$8,787
County of Contra Costa	Administrative Services Assistant II	\$4,513	\$5,485			\$268		\$1,134	\$73				\$420	\$7,379
County of Marin	Administrative Analyst III	\$6,367	\$7,696			\$318	\$801						\$112	\$8,926
County of San Mateo	Management Analyst III	\$5,891	\$7,365			\$602		\$1,020	\$74	\$15			\$563	\$9,640
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Statistician	\$4,359	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,840
Base Salary Mean		\$6,832
Percentage Above or Below Median		-21.79%
Percentage Above or Below Mean		-21.65%

Total Compensation Median	\$8,376
Total Compensation Mean	\$8,530
Percentage Above or Below Median	-19.25%
Percentage Above or Below Mean	-21.45%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City and County of San Francisco	Data Not Available													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Epidemiologist II	\$5,346	\$6,562					\$1,185	\$124				\$502	\$8,373
County of Contra Costa	No Comparable Class													
County of Marin	Epidemiologist	\$5,687	\$6,977			\$288	\$779						\$101	\$8,146
County of San Mateo	No Comparable Class													
County of Santa Clara	Epidemiologist II	\$5,389	\$6,520			\$456		\$1,305	\$113	\$11			\$95	\$8,500
County of Solano	Epidemiologist	\$4,966	\$6,036	\$151		\$362		\$897	\$86	\$12			\$462	\$8,006
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$6,541
Base Salary Mean		\$6,524
Percentage Above or Below Median		7.14%
Percentage Above or Below Mean		7.39%

Total Compensation Median	\$8,259
Total Compensation Mean	\$8,256
Percentage Above or Below Median	3.52%
Percentage Above or Below Mean	3.56%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Safety and Loss Control Specialist	\$5,154	\$6,328			\$316		\$1,121	\$97	\$23			\$92	\$7,977
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Safety Officer Public Works	\$5,567	\$6,768					\$1,185	\$124				\$518	\$8,595
County of Contra Costa	Safety Services Specialist Level A	\$3,917	\$4,773			\$233		\$1,134	\$73				\$365	\$6,578
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Safety and Occupational Health Specialist	\$4,359	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,548
Base Salary Mean		\$6,181
Percentage Above or Below Median		14.02%
Percentage Above or Below Mean		18.84%

Total Compensation Median	\$8,192
Total Compensation Mean	\$7,889
Percentage Above or Below Median	10.94%
Percentage Above or Below Mean	14.24%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City and County of San Francisco	Security Guard	\$2,986	\$3,618			\$271		\$965					\$277	\$5,131
City of Hayward	No Comparable Class													
City of Oakland	Museum Guard	\$2,715	\$3,332			\$167		\$1,121	\$97	\$23			\$48	\$4,788
City of San Jose	Security Officer	\$3,653	\$4,442					\$977	\$102	\$17			\$64	\$5,602
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Public Service Officer	\$4,039	\$4,453		\$85	\$217		\$1,134	\$73				\$341	\$6,303
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Security Guard	\$2,571	\$3,739		\$187			\$697					\$279	\$4,902

Base Salary Median		\$3,739
Base Salary Mean		\$3,917
Percentage Above or Below Median		-41.68%
Percentage Above or Below Mean		-48.42%

Total Compensation Median	\$5,131
Total Compensation Mean	\$5,345
Percentage Above or Below Median	-34.36%
Percentage Above or Below Mean	-39.97%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City and County of San Francisco	Engineer	\$8,249	\$10,025					\$965					\$649	\$11,639
City of Hayward	No Comparable Class													
City of Oakland	Supervising Transportation Engineer	\$8,475	\$10,406			\$520		\$1,121	\$97	\$23			\$151	\$12,318
City of San Jose	Senior Engineer	\$8,225	\$10,258					\$977	\$102	\$17			\$149	\$11,503
City of Vacaville	Sr. Civil Engineer	\$7,923	\$9,631		\$96			\$1,121	\$77	\$19			\$140	\$11,084
County of Alameda	Supervisory Civil Engineer	\$8,240	\$10,020					\$1,185	\$124				\$649	\$11,978
County of Contra Costa	Associate Civil Engineer	\$6,226	\$8,376	\$209	\$85	\$409		\$1,134	\$73				\$625	\$10,911
County of Marin	No Comparable Class													
County of San Mateo	Senior Civil Engineer	\$7,431	\$9,289			\$760		\$1,020	\$92	\$15			\$638	\$11,814
County of Santa Clara	Senior Civil Engineer	\$7,873	\$9,594			\$672		\$1,305	\$113	\$11			\$139	\$11,834
County of Solano	Engineering Services Supervisor	\$7,551	\$9,179	\$229		\$551		\$897	\$86	\$12			\$637	\$11,591
Federal Government - Bay Area	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$9,613
Base Salary Mean		\$9,303
Percentage Above or Below Median		-7.22%
Percentage Above or Below Mean		-3.77%

Total Compensation Median	\$11,615
Total Compensation Mean	\$11,240
Percentage Above or Below Median	-9.46%
Percentage Above or Below Mean	-5.92%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City and County of San Francisco	Junior Administrative Analyst	\$3,816	\$4,637			\$348		\$965					\$355	\$6,305
City of Hayward	Admin Analyst I	\$4,500	\$5,465		\$84	\$383		\$1,121	\$137	\$22			\$79	\$7,291
City of Oakland	Administrative Analyst I	\$4,452	\$5,466			\$273		\$1,121	\$97	\$23			\$79	\$7,060
City of San Jose	Analyst I	\$5,077	\$6,171					\$977	\$102	\$17			\$89	\$7,356
City of Vacaville	Management Analyst I	\$4,919	\$5,979		\$60			\$1,121	\$77	\$19			\$87	\$7,342
County of Alameda	Administrative Specialist I	\$4,380	\$5,321					\$1,185	\$124				\$407	\$7,037
County of Contra Costa	Administrative Analyst	\$3,709	\$4,509		\$85	\$220		\$1,134	\$73				\$345	\$6,366
County of Marin	Administrative Analyst I	\$5,016	\$6,093			\$252	\$753						\$88	\$7,186
County of San Mateo	Management Analyst I	\$4,270	\$5,337			\$437		\$1,020	\$74	\$15			\$408	\$7,291
County of Santa Clara	Associate Management Analyst A	\$3,860	\$4,693			\$329		\$1,305	\$113	\$11			\$68	\$6,519
County of Solano	Management Analyst (Entry)	\$4,517	\$5,490	\$137		\$329		\$897	\$86	\$12			\$420	\$7,372
Federal Government - Bay Area	Management Analyst	\$4,359	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,466
Base Salary Mean		\$5,402
Percentage Above or Below Median		-22.93%
Percentage Above or Below Mean		-21.51%

Total Compensation Median	\$7,128
Total Compensation Mean	\$7,016
Percentage Above or Below Median	-23.66%
Percentage Above or Below Mean	-21.72%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City and County of San Francisco	Principal Administrative analyst	\$7,193	\$8,745					\$965					\$631	\$10,341
City of Hayward	No Comparable Class													
City of Oakland	Administrative Services Manager I	\$7,252	\$8,904			\$445		\$1,121	\$97	\$23			\$129	\$10,719
City of San Jose	Administrative Manager	\$7,330	\$8,932					\$977	\$102	\$17			\$130	\$10,158
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Principal Administrative analyst	\$7,533	\$9,114			\$376	\$843						\$132	\$10,466
County of San Mateo	Administrative Services Manager I	\$6,623	\$8,278			\$677		\$1,020	\$92	\$15			\$624	\$10,706
County of Santa Clara	Administrative Services Manager I	\$5,961	\$7,248			\$507		\$1,305	\$113	\$11			\$105	\$9,289
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median	\$8,825
Base Salary Mean	\$8,537
Percentage Above or Below Median	-44.03%
Percentage Above or Below Mean	-39.33%

Total Compensation Median	\$10,403
Total Compensation Mean	\$10,280
Percentage Above or Below Median	-36.73%
Percentage Above or Below Mean	-35.11%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City and County of San Francisco	Supervising Biologist	\$7,055	\$8,574					\$965					\$628	\$10,167
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Supervising Agricultural Biologist	\$5,198	\$6,320			\$442		\$1,305	\$113	\$11			\$92	\$8,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Supervising Biologist	\$6,321	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,217
Base Salary Mean		\$7,704
Percentage Above or Below Median		-19.14%
Percentage Above or Below Mean		-11.70%

Total Compensation Median	\$9,931
Total Compensation Mean	\$9,460
Percentage Above or Below Median	-17.70%
Percentage Above or Below Mean	-12.12%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City and County of San Francisco	No Comparable Class													
City of Hayward	Associate Transportation Engineer	\$6,063	\$7,358		\$84	\$515		\$1,121	\$137	\$22			\$107	\$9,344
City of Oakland	Transportation Engineer	\$6,895	\$8,465			\$423		\$1,121	\$97	\$23			\$123	\$10,252
City of San Jose	Associate Engineer	\$6,764	\$8,441					\$977	\$102	\$17			\$122	\$9,659
City of Vacaville	Associate Civil Engineer	\$7,153	\$8,693		\$87			\$1,121	\$77	\$19			\$126	\$10,123
County of Alameda	Associate Engineer	\$6,947	\$8,441					\$1,185	\$124				\$626	\$10,376
County of Contra Costa	Engineer - project level	\$7,040	\$8,164		\$85	\$398		\$1,134	\$73				\$622	\$10,477
County of Marin	No Comparable Class													
County of San Mateo	Associate Civil Engineer	\$6,413	\$8,017			\$656		\$1,020	\$74	\$15			\$613	\$10,395
County of Santa Clara	Associate Transportation Engineer	\$6,723	\$8,171			\$572		\$1,305	\$113	\$11			\$118	\$10,290
County of Solano	Civil Engineer	\$6,353	\$7,722	\$193		\$463		\$897	\$86	\$12			\$591	\$9,964
Federal Government - Bay Area	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$8,168
Base Salary Mean		\$7,908
Percentage Above or Below Median		-7.23%
Percentage Above or Below Mean		-3.82%

Total Compensation Median	\$10,187
Total Compensation Mean	\$9,789
Percentage Above or Below Median	-10.74%
Percentage Above or Below Mean	-6.40%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City and County of San Francisco	Shelter Veterinarian	\$7,111	\$9,074					\$965					\$635	\$10,674
City of Hayward	No Comparable Class													
City of Oakland	Veterinarian	\$6,577	\$8,076			\$404		\$1,121	\$97	\$23			\$117	\$9,838
City of San Jose	Animal Shelter Veterinarian	\$6,737	\$8,213					\$977	\$102	\$17			\$119	\$9,428
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Veterinary Medical Officer	\$6,321	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,215
Base Salary Mean		\$8,395
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-27.68%

Total Compensation Median	\$9,885
Total Compensation Mean	\$9,968
Percentage Above or Below Median	-22.70%
Percentage Above or Below Mean	-23.73%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Rehabilitation Counselor II	\$5,168	\$6,230					\$1,185	\$124				\$477	\$8,016
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Vocational Rehabilitation Counselor	\$4,359	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,949
Base Salary Mean		\$5,949
Percentage Above or Below Median		-22.22%
Percentage Above or Below Mean		-22.22%

Total Compensation Median	\$7,543
Total Compensation Mean	\$7,543
Percentage Above or Below Median	-21.32%
Percentage Above or Below Mean	-21.32%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

## **Appendix 2: General Classification Group Regional Data by Class**

### **Central Region**

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City of Bakersfield	Account Clerk II	\$2,601	\$3,162			\$253		\$968					\$46	\$4,429
City of Fresno	Account Clerk II	\$2,399	\$2,894				\$658						\$42	\$3,594
City of Modesto	Account Clerk	\$2,715	\$3,300		\$33	\$218		\$812					\$48	\$4,411
City of Santa Barbara	Accounting Assistant	\$3,534	\$4,296			\$36		\$848	\$79	\$10			\$62	\$5,331
City of Stockton	Accounting Office Assistant II	\$2,943	\$3,779			\$265		\$1,054					\$55	\$5,152
City of Visalia	Sr. Accounting Assistant	\$3,014	\$3,789					\$950					\$55	\$4,794
County of Fresno	Account Clerk II	\$2,073	\$2,645					\$642					\$202	\$3,489
County of Kern	Fiscal Support Technician	\$2,479	\$3,027	\$61				\$1,175					\$232	\$4,494
County of Merced	Account Clerk II	\$2,085	\$2,531	\$63				\$1,130	\$93	\$17			\$194	\$4,027
County of San Joaquin	No Comparable Class													
County of Tulare	Account Clerk	\$1,868	\$2,277				\$354						\$174	\$2,805
Federal Government	Fiscal Accounts Clerk	\$2,471	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$3,162
Base Salary Mean		\$3,174
Percentage Above or Below Median		-9.94%
Percentage Above or Below Mean		-10.36%

Total Compensation Median	\$4,411
Total Compensation Mean	\$4,258
Percentage Above or Below Median	-8.26%
Percentage Above or Below Mean	-4.51%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Biologist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,890
Base Salary Mean		\$5,890
Percentage Above or Below Median		-5.48%
Percentage Above or Below Mean		-5.48%

Total Compensation Median	\$7,320
Total Compensation Mean	\$7,320
Percentage Above or Below Median	-4.74%
Percentage Above or Below Mean	-4.74%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City of Bakersfield	Trades Maintenance Worker	\$2,905	\$3,531			\$282		\$968					\$51	\$4,833
City of Fresno	Property Maintenance Worker II	\$2,874	\$3,494				\$658						\$51	\$4,203
City of Modesto	Maintenance Worker II	\$2,924	\$3,554		\$36	\$235		\$812					\$52	\$4,688
City of Santa Barbara	No Comparable Class													
City of Stockton	Facilities Maintenance Worker II	\$2,706	\$3,307			\$231		\$1,054					\$48	\$4,640
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Maintenance Worker	\$2,335	\$2,851	\$57				\$1,175					\$218	\$4,301
County of Merced	Building Maintenance Worker II	\$2,685	\$3,269	\$63				\$1,130	\$93	\$17			\$250	\$4,822
County of San Joaquin	Crafts Worker II	\$2,933	\$3,564				\$1,477						\$273	\$5,314
County of Tulare	Maintenance Worker II	\$2,504	\$3,052				\$454						\$233	\$3,739
Federal Government	Maintenance Worker	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$3,307
Base Salary Mean		\$3,279
Percentage Above or Below Median		5.43%
Percentage Above or Below Mean		6.23%

Total Compensation Median	\$4,640
Total Compensation Mean	\$4,499
Percentage Above or Below Median	2.15%
Percentage Above or Below Mean	5.14%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance Carpenter	\$3,385	\$4,117				\$658						\$60	\$4,835
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	Carpenter	\$3,984	\$4,842			\$40		\$848	\$79	\$10			\$70	\$5,890
City of Stockton	Craft Maintenance Worker II	\$3,699	\$4,520			\$316		\$1,415					\$66	\$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Carpenter	\$3,910	\$4,105					\$642					\$314	\$5,061
County of Kern	Maintenance Carpenter	\$3,150	\$3,845	\$77				\$1,175					\$294	\$5,391
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	No Comparable Class													
Federal Government	Carpenter	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$4,105
Base Salary Mean		\$4,149
Percentage Above or Below Median		-2.32%
Percentage Above or Below Mean		-3.42%

Total Compensation Median	\$5,197
Total Compensation Mean	\$5,461
Percentage Above or Below Median	1.89%
Percentage Above or Below Mean	-3.10%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Bakersfield	No Comparable Class													
City of Fresno	Inorganic Chemist	\$3,824	\$4,628				\$658						\$67	\$5,353
City of Modesto	No Comparable Class													
City of Santa Barbara	Laboratory Analyst II	\$4,315	\$5,245			\$44		\$848	\$79	\$10			\$76	\$6,302
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Public Health Chemist II	\$3,648	\$4,433					\$642					\$339	\$5,414
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Chemist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$4,937
Base Salary Mean		\$5,049
Percentage Above or Below Median		11.93%
Percentage Above or Below Mean		9.92%

Total Compensation Median	\$5,858
Total Compensation Mean	\$6,097
Percentage Above or Below Median	16.46%
Percentage Above or Below Mean	13.04%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Nutritionist	\$4,153	\$5,053					\$1,130	\$93	\$17			\$387	\$6,680
County of San Joaquin	Clinical Dietitian II	\$4,027	\$4,895				\$1,394						\$374	\$6,663
County of Tulare	Dietician I	\$4,139	\$5,045				\$409						\$386	\$5,840
Federal Government	Dietician	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,049
Base Salary Mean		\$5,221
Percentage Above or Below Median		-22.19%
Percentage Above or Below Mean		-26.35%

Total Compensation Median	\$6,672
Total Compensation Mean	\$6,626
Percentage Above or Below Median	-22.95%
Percentage Above or Below Mean	-22.11%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Licensed Mental Health Clinician	\$4,387	\$5,598					\$642					\$428	\$6,668
County of Kern	Mental Health Therapist II	\$4,837	\$5,905	\$118				\$1,175					\$452	\$7,650
County of Merced	Mental Health Clinician II	\$4,276	\$5,203					\$1,130	\$93	\$17			\$398	\$6,841
County of San Joaquin	Clinical Social Worker II	\$4,527	\$5,502				\$1,394						\$421	\$7,317
County of Tulare	Licensed Social Worker	\$5,171	\$6,302				\$649						\$482	\$7,433
Federal Government	Social Worker	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,752
Base Salary Mean		\$5,928
Percentage Above or Below Median		20.48%
Percentage Above or Below Mean		18.04%

Total Compensation Median	\$7,375
Total Compensation Mean	\$7,424
Percentage Above or Below Median	11.31%
Percentage Above or Below Mean	10.73%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Bakersfield	No Comparable Class													
City of Fresno	Chief of Facilities Maintenance	\$5,733	\$6,947				\$658						\$101	\$7,706
City of Modesto	No Comparable Class													
City of Santa Barbara	Facilities Maintenance Supervisor	\$5,112	\$6,214			\$52		\$848	\$79	\$10			\$90	\$7,293
City of Stockton	Senior Facilities Maintenance Supervisor	\$5,004	\$6,425			\$450		\$1,415					\$93	\$8,383
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Services Supervisor	\$4,632	\$5,106					\$642					\$391	\$6,139
County of Kern	Maintenance Supervisor	\$3,788	\$4,625	\$93				\$1,175					\$354	\$6,246
County of Merced	Building Maintenance Supervisor	\$4,092	\$4,978	\$63				\$1,130	\$93	\$17			\$381	\$6,661
County of San Joaquin	Crafts Worker IV	\$4,006	\$4,871				\$1,477						\$373	\$6,721
County of Tulare	Maintenance Supervisor	\$3,292	\$4,012				\$389						\$307	\$4,707
Federal Government	Maintenance Supervisor	\$4,222	\$4,924		\$246			\$697					\$367	\$6,234

Base Salary Median		\$4,978
Base Salary Mean		\$5,345
Percentage Above or Below Median		15.31%
Percentage Above or Below Mean		9.07%

Total Compensation Median	\$6,661
Total Compensation Mean	\$6,677
Percentage Above or Below Median	9.25%
Percentage Above or Below Mean	9.05%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Bakersfield	No Comparable Class													
City of Fresno	Senior Engineering Technician	\$3,920	\$4,732				\$658						\$69	\$5,459
City of Modesto	Senior Civil Engineering Assistant	\$4,449	\$5,407		\$54	\$357		\$812					\$78	\$6,708
City of Santa Barbara	Engineering Technician III	\$4,105	\$4,989			\$42		\$848	\$79	\$10			\$72	\$6,040
City of Stockton	Sr. Engineering Technician	\$4,248	\$5,454			\$382		\$1,054					\$79	\$6,969
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineering Technician	\$3,934	\$4,784					\$642					\$366	\$5,792
County of Kern	Drafting Technician III	\$4,002	\$4,885	\$98				\$1,175					\$374	\$6,531
County of Merced	No Comparable Class													
County of San Joaquin	Senior Cadastral Technician	\$3,479	\$4,228				\$1,477						\$323	\$6,028
County of Tulare	Drafter III	\$2,809	\$3,423				\$377						\$262	\$4,062
Federal Government	Engineer Technician GIS-CADD	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$4,885
Base Salary Mean		\$4,866
Percentage Above or Below Median		-7.50%
Percentage Above or Below Mean		-7.08%

Total Compensation Median	\$6,040
Total Compensation Mean	\$6,101
Percentage Above or Below Median	-2.90%
Percentage Above or Below Mean	-3.94%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City of Bakersfield	Engineering Technician I	\$4,038	\$4,908			\$393		\$968					\$71	\$6,340
City of Fresno	Engineering Technician II	\$3,380	\$4,087				\$658						\$59	\$4,804
City of Modesto	Civil Engineering Assistant	\$4,030	\$4,899		\$49	\$323		\$812					\$71	\$6,154
City of Santa Barbara	Engineering Technician II	\$3,905	\$4,747			\$40		\$848	\$79	\$10			\$69	\$5,792
City of Stockton	Engineering Technician II	\$3,835	\$4,920			\$344		\$1,054					\$71	\$6,390
City of Visalia	Engineering Technician	\$3,396	\$4,270					\$950					\$62	\$5,282
County of Fresno	Engineering Technician II	\$3,432	\$4,170					\$642					\$319	\$5,131
County of Kern	Engineering Technician II	\$4,002	\$4,885	\$98				\$1,175					\$374	\$6,531
County of Merced	Engineering Technician II	\$2,992	\$3,638	\$63				\$1,130	\$93	\$17			\$278	\$5,219
County of San Joaquin	Engineering Assistant II	\$4,418	\$5,370				\$1,477						\$411	\$7,258
County of Tulare	Engineering Technician II	\$3,349	\$4,082				\$390						\$312	\$4,784
Federal Government	Engineering Technician	\$3,390	\$5,361		\$268			\$697					\$399	\$6,725

Base Salary Median		\$4,816
Base Salary Mean		\$4,611
Percentage Above or Below Median		-1.05%
Percentage Above or Below Mean		3.24%

Total Compensation Median	\$5,973
Total Compensation Mean	\$5,868
Percentage Above or Below Median	2.21%
Percentage Above or Below Mean	3.95%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City of Bakersfield	No Comparable Class													
City of Fresno	Planning Illustrator	\$3,567	\$4,307				\$658						\$62	\$5,027
City of Modesto	No Comparable Class													
City of Santa Barbara	Graphic Designer	\$4,839	\$5,882			\$49		\$848	\$79	\$10			\$85	\$6,953
City of Stockton	No Comparable Class													
City of Visalia	Graphic Artist	\$2,216	\$2,786											\$2,786
County of Fresno	No Comparable Class													
County of Kern	Graphic Artist	\$2,658	\$3,245	\$65				\$1,175					\$248	\$4,733
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Graphic Specialist	\$3,489	\$4,252				\$393						\$325	\$4,971
Federal Government	Visual Information Specialist	\$3,061	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,280
Base Salary Mean		\$4,223
Percentage Above or Below Median		4.96%
Percentage Above or Below Mean		6.21%

Total Compensation Median	\$4,999
Total Compensation Mean	\$5,107
Percentage Above or Below Median	14.19%
Percentage Above or Below Mean	12.33%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance and Construction Worker	\$2,678	\$3,257				\$658						\$47	\$3,962
City of Modesto	Maintenance Worker I	\$2,649	\$3,219		\$32	\$212		\$812					\$47	\$4,322
City of Santa Barbara	Street Maintenance Worker II	\$3,263	\$3,967			\$33		\$848	\$79	\$10			\$58	\$4,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Road Maintenance Worker I	\$2,233	\$2,726	\$55				\$1,175					\$209	\$4,164
County of Merced	No Comparable Class													
County of San Joaquin	Maintenance Worker	\$2,648	\$3,218				\$1,477						\$246	\$4,941
County of Tulare	No Comparable Class													
Federal Government	Maintenance Worker Roads	\$2,479	\$2,701		\$135			\$697					\$201	\$3,734

Base Salary Median		\$3,219
Base Salary Mean		\$3,181
Percentage Above or Below Median		-3.16%
Percentage Above or Below Mean		-1.97%

Total Compensation Median	\$4,243
Total Compensation Mean	\$4,353
Percentage Above or Below Median	2.16%
Percentage Above or Below Mean	-0.38%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Industrial Hygienist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-7.33%
Percentage Above or Below Mean		-7.33%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-7.16%
Percentage Above or Below Mean	-7.16%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Cook	\$2,023	\$2,584					\$642					\$198	\$3,424
County of Kern	No Comparable Class													
County of Merced	Correctional Facility Cook II	\$2,146	\$2,607	\$63				\$1,130	\$93	\$17			\$199	\$4,109
County of San Joaquin	No Comparable Class													
County of Tulare	Cook II	\$1,936	\$2,359				\$412						\$180	\$2,952
Federal Government	Cook	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$2,596
Base Salary Mean		\$2,610
Percentage Above or Below Median		26.39%
Percentage Above or Below Mean		25.97%

Total Compensation Median	\$3,686
Total Compensation Mean	\$3,608
Percentage Above or Below Median	19.08%
Percentage Above or Below Mean	20.79%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Bakersfield	No Comparable Class													
City of Fresno	Risk Analyst	\$4,218	\$5,106				\$658						\$74	\$5,838
City of Modesto	No Comparable Class													
City of Santa Barbara	Risk Analyst	\$5,677	\$6,900			\$57		\$848	\$79	\$10			\$100	\$7,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Risk Analyst II	\$4,339	\$5,280					\$1,130	\$93	\$17			\$404	\$6,924
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$5,280
Base Salary Mean		\$5,762
Percentage Above or Below Median		6.02%
Percentage Above or Below Mean		-2.56%

Total Compensation Median	\$6,924
Total Compensation Mean	\$6,919
Percentage Above or Below Median	-3.69%
Percentage Above or Below Mean	-3.61%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Bakersfield	Administrative Analyst I	\$3,493	\$4,185			\$335		\$968					\$61	\$5,548
City of Fresno	Legal Secretary II	\$3,118	\$3,768										\$288	\$4,056
City of Modesto	Legal Secretary	\$3,264	\$3,977		\$40	\$262		\$812					\$58	\$5,149
City of Santa Barbara	Legal Secretary II	\$4,064	\$4,940										\$378	\$5,318
City of Stockton	Legal Secretary II	\$3,664	\$4,704			\$329		\$1,054					\$68	\$6,155
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Legal Secretary	\$2,781	\$3,394	\$68				\$1,175					\$260	\$4,897
County of Merced	Legal Secretary	\$2,876	\$3,500	\$63				\$1,130	\$93	\$17			\$268	\$5,070
County of San Joaquin	Legal Stenographer	\$2,933	\$3,564				\$1,477						\$273	\$5,314
County of Tulare	No Comparable Class													
Federal Government	Legal Assistant Office Automation	\$2,471	\$3,979		\$199			\$697					\$296	\$5,171

Base Salary Median		\$3,977
Base Salary Mean		\$4,001
Percentage Above or Below Median		-13.11%
Percentage Above or Below Mean		-13.80%

Total Compensation Median	\$5,171
Total Compensation Mean	\$5,187
Percentage Above or Below Median	-8.57%
Percentage Above or Below Mean	-8.89%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	Librarian II	\$4,208	\$5,115			\$43		\$848	\$79	\$10			\$74	\$6,169
City of Stockton	Librarian II	\$3,552	\$5,303			\$371		\$1,054					\$77	\$6,805
City of Visalia	No Comparable Class													
County of Fresno	Librarian II	\$3,637	\$4,643					\$642					\$355	\$5,640
County of Kern	Librarian II	\$3,568	\$4,356	\$87				\$1,175					\$333	\$5,951
County of Merced	Librarian II	\$3,269	\$3,975					\$1,130	\$93	\$17			\$304	\$5,519
County of San Joaquin	No Comparable Class													
County of Tulare	Librarian III	\$3,391	\$4,133				\$391						\$316	\$4,840
Federal Government	No Comparable Class													

Base Salary Median		\$4,500
Base Salary Mean		\$4,588
Percentage Above or Below Median		11.72%
Percentage Above or Below Mean		10.00%

Total Compensation Median	\$5,796
Total Compensation Mean	\$5,821
Percentage Above or Below Median	10.35%
Percentage Above or Below Mean	9.96%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Psychiatric Technician II	\$2,732	\$3,488					\$642					\$267	\$4,397
County of Kern	No Comparable Class													
County of Merced	Licensed Mental Health Worker	\$3,415	\$4,153					\$1,130	\$93	\$17			\$318	\$5,711
County of San Joaquin	Senior Psychiatric Technician	\$3,378	\$4,105				\$1,477						\$314	\$5,896
County of Tulare	Mental Health Technician II	\$2,623	\$3,196				\$463						\$244	\$3,903
Federal Government	No Comparable Class													

Base Salary Median		\$3,797
Base Salary Mean		\$3,736
Percentage Above or Below Median		-4.04%
Percentage Above or Below Mean		-2.37%

Total Compensation Median	\$5,054
Total Compensation Mean	\$4,977
Percentage Above or Below Median	-7.99%
Percentage Above or Below Mean	-6.34%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City of Bakersfield	No Comparable Class													
City of Fresno	Air Conditioning Mechanic	\$5,382	\$5,382				\$658						\$78	\$6,118
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	No Comparable Class													
City of Stockton	HVAC Mechanic	\$4,093	\$5,001			\$350		\$1,415					\$73	\$6,839
City of Visalia	No Comparable Class													
County of Fresno	Air Conditioning Mechanic	\$4,069	\$4,272					\$642					\$327	\$5,241
County of Kern	Air Conditioner Mechanic	\$3,294	\$4,022	\$80				\$1,175					\$308	\$5,585
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	Air Conditioner Mechanic	\$2,935	\$3,577				\$485						\$274	\$4,336
Federal Government	AC Equipment Mechanic	\$3,387	\$3,952		\$198			\$697					\$294	\$5,141

Base Salary Median		\$4,022
Base Salary Mean		\$4,264
Percentage Above or Below Median		4.40%
Percentage Above or Below Mean		-1.36%

Total Compensation Median	\$5,241
Total Compensation Mean	\$5,557
Percentage Above or Below Median	4.83%
Percentage Above or Below Mean	-0.91%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Pharmacy Technician	\$2,672	\$3,262	\$65				\$1,175					\$250	\$4,752
County of Merced	No Comparable Class													
County of San Joaquin	Pharmacy Technician II	\$2,740	\$3,330				\$1,477						\$255	\$5,062
County of Tulare	No Comparable Class													
Federal Government	Pharmacy Technician	\$2,755	\$3,581		\$179			\$697					\$267	\$4,724

Base Salary Median		\$3,330
Base Salary Mean		\$3,391
Percentage Above or Below Median		-3.77%
Percentage Above or Below Mean		-5.67%

Total Compensation Median	\$4,752
Total Compensation Mean	\$4,846
Percentage Above or Below Median	-7.20%
Percentage Above or Below Mean	-9.32%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Bakersfield	No Comparable Class													
City of Fresno	Plumber	\$4,868	\$4,868				\$658						\$71	\$5,597
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	Plumber	\$4,084	\$4,965			\$41		\$848	\$79	\$10			\$72	\$6,015
City of Stockton	Craft Maintenance Worker II	\$3,699	\$4,520			\$316		\$1,415					\$66	\$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Plumber	\$4,069	\$4,272					\$642					\$327	\$5,241
County of Kern	Maintenance Plumber	\$3,294	\$4,022	\$80				\$1,175					\$308	\$5,585
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	No Comparable Class													
Federal Government	Plumber	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$4,272
Base Salary Mean		\$4,285
Percentage Above or Below Median		-1.69%
Percentage Above or Below Mean		-1.99%

Total Compensation Median	\$5,585
Total Compensation Mean	\$5,601
Percentage Above or Below Median	-1.54%
Percentage Above or Below Mean	-1.83%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Senior Public Health Microbiologist	\$4,170	\$5,067					\$642					\$388	\$6,097
County of Kern	Microbiologist	\$5,702	\$6,961	\$139				\$1,175					\$533	\$8,808
County of Merced	Public Health Microbiologist II	\$4,557	\$5,545					\$1,130	\$93	\$17			\$424	\$7,209
County of San Joaquin	Senior Public Health Microbiologist	\$4,684	\$5,802				\$1,394						\$444	\$7,640
County of Tulare	Public Health Microbiologist II	\$4,723	\$5,756				\$423						\$440	\$6,620
Federal Government	Microbiologist	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,779
Base Salary Mean		\$6,032
Percentage Above or Below Median		5.86%
Percentage Above or Below Mean		1.75%

Total Compensation Median	\$7,425
Total Compensation Mean	\$7,501
Percentage Above or Below Median	2.14%
Percentage Above or Below Mean	1.12%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Bakersfield	No Comparable Class													
City of Fresno	Management Analyst II	\$3,838	\$4,645				\$658						\$67	\$5,370
City of Modesto	Administrative Analyst II	\$4,797	\$5,845		\$58	\$386		\$812					\$85	\$7,186
City of Santa Barbara	Administrative Analyst II	\$5,791	\$7,039			\$59		\$848	\$79	\$10			\$102	\$8,137
City of Stockton	Administrative Analyst II	\$4,131	\$5,303			\$371		\$1,054					\$77	\$6,805
City of Visalia	Senior Administrative Analyst	\$3,786	\$4,760					\$950					\$69	\$5,779
County of Fresno	Staff Analyst II	\$3,735	\$4,541					\$642					\$347	\$5,530
County of Kern	Department Analyst II	\$3,463	\$4,227	\$85				\$1,175					\$323	\$5,810
County of Merced	Staff Services Analyst II	\$4,032	\$4,905	\$63				\$1,130	\$93	\$17			\$375	\$6,583
County of San Joaquin	Management Analyst II	\$4,616	\$5,611				\$1,394						\$429	\$7,434
County of Tulare	No Comparable Class													
Federal Government	Statistician	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,104
Base Salary Mean		\$5,394
Percentage Above or Below Median		9.12%
Percentage Above or Below Mean		3.96%

Total Compensation Median	\$6,694
Total Compensation Mean	\$6,727
Percentage Above or Below Median	4.69%
Percentage Above or Below Mean	4.22%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Public Health Epidemiologist	\$3,695	\$4,511	\$90				\$1,175					\$345	\$6,121
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$4,511
Base Salary Mean		\$4,511
Percentage Above or Below Median		35.96%
Percentage Above or Below Mean		35.96%

Total Compensation Median	\$6,121
Total Compensation Mean	\$6,121
Percentage Above or Below Median	28.50%
Percentage Above or Below Mean	28.50%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	County Safety Officer	\$4,031	\$4,912				\$407						\$376	\$5,694
Federal Government	Safety and Occupational Health Specialist	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,401
Base Salary Mean		\$5,401
Percentage Above or Below Median		29.08%
Percentage Above or Below Mean		29.08%

Total Compensation Median	\$6,507
Total Compensation Mean	\$6,507
Percentage Above or Below Median	29.26%
Percentage Above or Below Mean	29.26%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	Security Officer	\$2,649	\$3,219		\$32	\$212		\$812					\$47	\$4,322
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Security Officer II	\$2,086	\$2,665					\$642					\$204	\$3,511
County of Kern	Security Attendant II	\$2,072	\$2,529	\$51				\$1,175					\$193	\$3,948
County of Merced	No Comparable Class													
County of San Joaquin	Security Worker	\$2,189	\$2,661				\$1,477						\$204	\$4,342
County of Tulare	No Comparable Class													
Federal Government	Security Guard	\$2,209	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$2,665
Base Salary Mean		\$2,857
Percentage Above or Below Median		-0.99%
Percentage Above or Below Mean		-8.27%

Total Compensation Median	\$4,309
Total Compensation Mean	\$4,086
Percentage Above or Below Median	-12.83%
Percentage Above or Below Mean	-7.00%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City of Bakersfield	Civil Engineer IV	\$7,623	\$9,266			\$741		\$968					\$134	\$11,110
City of Fresno	Supervising Professional Engineer	\$6,476	\$7,853				\$658						\$114	\$8,625
City of Modesto	Associate Traffic Engineer	\$6,451	\$7,860		\$79	\$519		\$812					\$114	\$9,383
City of Santa Barbara	No Comparable Class													
City of Stockton	Associate Traffic Engineer	\$5,997	\$7,699			\$539		\$1,054					\$112	\$9,404
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineer	\$6,170	\$7,501					\$642					\$574	\$8,717
County of Kern	Supervisory Engineer	\$6,722	\$8,207	\$164				\$1,175					\$623	\$10,169
County of Merced	Supervising Engineer	\$6,880	\$8,362	\$63				\$1,130	\$93	\$17			\$625	\$10,289
County of San Joaquin	Engineer V	\$6,559	\$7,975		\$80		\$1,534						\$610	\$10,199
County of Tulare	Engineer IV	\$6,161	\$7,509				\$459						\$574	\$8,542
Federal Government	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$7,857
Base Salary Mean		\$7,849
Percentage Above or Below Median		12.36%
Percentage Above or Below Mean		12.45%

Total Compensation Median	\$9,393
Total Compensation Mean	\$9,417
Percentage Above or Below Median	11.48%
Percentage Above or Below Mean	11.26%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Bakersfield	Administrative Analyst I	\$3,813	\$4,634			\$371		\$968					\$67	\$6,040
City of Fresno	Management Analyst I	\$3,130	\$3,788				\$658						\$55	\$4,501
City of Modesto	Administrative Analyst I	\$4,136	\$5,845		\$58	\$386		\$812					\$85	\$7,186
City of Santa Barbara	Administrative Analyst I	\$5,061	\$6,152			\$51		\$848	\$79	\$10			\$89	\$7,229
City of Stockton	Administrative Analyst I	\$3,552	\$4,560			\$319		\$1,054					\$66	\$5,999
City of Visalia	Administrative Analyst	\$3,327	\$4,182					\$880					\$61	\$5,123
County of Fresno	Staff Analyst I / I-A	\$3,364	\$4,092					\$642					\$313	\$5,047
County of Kern	Department Analyst I	\$3,213	\$3,923	\$78				\$1,175					\$300	\$5,477
County of Merced	Staff Services Analyst I	\$3,252	\$3,954					\$1,130	\$93	\$17			\$302	\$5,496
County of San Joaquin	Management Analyst I	\$3,564	\$4,332				\$1,394						\$331	\$6,057
County of Tulare	Staff Services Analyst I	\$3,170	\$3,863				\$386						\$296	\$4,544
Federal Government	Management Analyst	\$3,744	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,257
Base Salary Mean		\$4,516
Percentage Above or Below Median		4.25%
Percentage Above or Below Mean		-1.58%

Total Compensation Median	\$5,748
Total Compensation Mean	\$5,739
Percentage Above or Below Median	0.28%
Percentage Above or Below Mean	0.43%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Principal Administrative analyst	\$5,547	\$7,122			\$499		\$1,054					\$103	\$8,778
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Supervisory Department Analyst	\$4,082	\$4,984	\$100				\$1,175					\$381	\$6,640
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Health and Human Services Agency Unit Manager I	\$4,382	\$5,340				\$415						\$409	\$6,164
Federal Government	No Comparable Class													

Base Salary Median		\$5,340
Base Salary Mean		\$5,815
Percentage Above or Below Median		12.84%
Percentage Above or Below Mean		5.09%

Total Compensation Median	\$6,640
Total Compensation Mean	\$7,194
Percentage Above or Below Median	12.73%
Percentage Above or Below Mean	5.45%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Supervising Biologist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-2.35%
Percentage Above or Below Mean		-2.35%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-2.34%
Percentage Above or Below Mean	-2.34%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City of Bakersfield	No Comparable Class													
City of Fresno	Professional Engineer	\$5,704	\$6,913				\$658						\$100	\$7,671
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Assistant Traffic Engineer	\$5,955	\$6,918			\$484		\$1,054					\$100	\$8,557
City of Visalia	Civil Engineer	\$5,359	\$6,737					\$880					\$98	\$7,715
County of Fresno	Engineer II	\$4,595	\$5,585					\$642					\$427	\$6,654
County of Kern	Engineer II	\$5,213	\$6,363	\$127				\$1,175					\$487	\$8,152
County of Merced	No Comparable Class													
County of San Joaquin	Engineer IV	\$5,805	\$7,058		\$71		\$1,534						\$540	\$9,203
County of Tulare	Engineer III	\$5,231	\$6,375				\$436						\$488	\$7,299
Federal Government	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$6,556
Base Salary Mean		\$6,445
Percentage Above or Below Median		13.93%
Percentage Above or Below Mean		15.39%

Total Compensation Median	\$7,693
Total Compensation Mean	\$7,782
Percentage Above or Below Median	16.38%
Percentage Above or Below Mean	15.41%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Veterinarian	\$5,934	\$7,245	\$145				\$1,175					\$554	\$9,119
County of Merced	Veterinarian	\$6,360	\$7,734					\$1,130	\$93	\$17			\$592	\$9,566
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Veterinary Medical Officer	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,245
Base Salary Mean		\$7,346
Percentage Above or Below Median		-10.19%
Percentage Above or Below Mean		-11.73%

Total Compensation Median	\$9,119
Total Compensation Mean	\$9,107
Percentage Above or Below Median	-13.20%
Percentage Above or Below Mean	-13.04%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Rehabilitation Coordinator	\$4,186	\$5,110	\$102				\$1,175					\$391	\$6,778
County of Merced	Vocational Rehabilitation Counselor	\$4,276	\$5,203					\$1,130	\$93	\$17			\$398	\$6,841
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,203
Base Salary Mean		\$5,791
Percentage Above or Below Median		-6.90%
Percentage Above or Below Mean		-18.98%

Total Compensation Median	\$6,841
Total Compensation Mean	\$7,418
Percentage Above or Below Median	-10.03%
Percentage Above or Below Mean	-19.31%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

## **Appendix 2: General Classification Group Regional Data by Class**

### **Southern Region**



Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City of Anaheim	Accounting Specialist	\$2,870	\$3,664			\$256		\$954	\$56				\$53	\$4,984
City of Long Beach	Accounting Clerk III	\$2,502	\$3,418			\$205		\$796					\$261	\$4,681
City of Los Angeles	Account Clerk II	\$3,595	\$4,467					\$857	\$48				\$65	\$5,437
City of Pasadena	Staff Assistant III	\$2,874	\$3,863			\$131		\$973	\$104				\$56	\$5,127
City of San Diego	Account Clerk	\$2,633	\$3,171		\$95	\$44	\$506						\$46	\$3,863
County of Los Angeles	Account Clerk II	\$2,339	\$3,058		\$122		\$946		\$53				\$44	\$4,224
County of Orange	Accounting Assistant II	\$2,591	\$3,253					\$667	\$52				\$47	\$4,019
County of Riverside	Accounting Assistant II	\$2,351	\$3,062			\$245	\$713						\$234	\$4,254
County of San Bernardino	Accounting Technician	\$2,929	\$3,742			\$262	\$190	\$137	\$9				\$54	\$4,394
County of San Diego	Account Clerk	\$2,284	\$2,776			\$194	\$611						\$40	\$3,622
County of Ventura	Fiscal Assistant II	\$1,996	\$2,790		\$42	\$112	\$537						\$213	\$3,694
Federal Government	Fiscal Accounts Clerk	\$2,728	\$3,546		\$177			\$697					\$264	\$4,684

Base Salary Median		\$3,336
Base Salary Mean		\$3,401
Percentage Above or Below Median		-15.98%
Percentage Above or Below Mean		-18.25%

Total Compensation Median	\$4,324
Total Compensation Mean	\$4,415
Percentage Above or Below Median	-6.14%
Percentage Above or Below Mean	-8.37%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist II	\$5,130	\$6,372					\$857	\$48				\$92	\$7,369
City of Pasadena	No Comparable Class													
City of San Diego	Biologist II	\$4,493	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Biologist	\$3,379	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,372
Base Salary Mean		\$6,112
Percentage Above or Below Median		-14.11%
Percentage Above or Below Mean		-9.46%

Total Compensation Median	\$7,369
Total Compensation Mean	\$7,222
Percentage Above or Below Median	-5.44%
Percentage Above or Below Mean	-3.33%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City of Anaheim	No Comparable Class													
City of Long Beach	General Maintenance Assistant	\$2,667	\$3,644			\$219		\$796					\$279	\$4,937
City of Los Angeles	Building Repairer I	\$3,259	\$4,047					\$857	\$48				\$59	\$5,011
City of Pasadena	No Comparable Class													
City of San Diego	Building Service Technician	\$2,786	\$3,317		\$100	\$179	\$466						\$48	\$4,110
County of Los Angeles	General Maintenance Worker	\$2,708	\$3,058		\$122		\$946		\$53				\$44	\$4,224
County of Orange	Trades Helper II	\$3,831	\$3,831					\$667	\$52				\$56	\$4,606
County of Riverside	Building Maintenance Worker	\$2,363	\$3,080			\$246	\$713						\$236	\$4,275
County of San Bernardino	General Maintenance Worker	\$2,662	\$3,396			\$238	\$190	\$137	\$9				\$49	\$4,019
County of San Diego	Building Maintenance Engineer	\$3,416	\$4,154			\$291	\$611						\$60	\$5,116
County of Ventura	Building Maintenance Worker II	\$2,347	\$3,150		\$47	\$126	\$537						\$241	\$4,101
Federal Government	Maintenance Worker	\$2,747	\$3,201		\$160			\$697					\$238	\$4,297

Base Salary Median		\$3,357
Base Salary Mean		\$3,488
Percentage Above or Below Median		4.02%
Percentage Above or Below Mean		0.26%

Total Compensation Median	\$4,286
Total Compensation Mean	\$4,469
Percentage Above or Below Median	9.63%
Percentage Above or Below Mean	5.76%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City of Anaheim	Skilled Crafts Worker II	\$3,411	\$4,354			\$305		\$954	\$56				\$63	\$5,732
City of Long Beach	Carpenter	\$3,200	\$4,342			\$261		\$796					\$332	\$5,731
City of Los Angeles	Carpenter		\$5,387					\$857	\$48				\$78	\$6,370
City of Pasadena	Carpenter	\$3,877	\$4,745			\$161		\$973	\$104				\$69	\$6,052
City of San Diego	Carpenter	\$3,633	\$4,348		\$130	\$235	\$466						\$63	\$5,242
County of Los Angeles	Carpenter	\$4,580	\$4,580		\$183		\$946		\$53				\$66	\$5,829
County of Orange	Carpenter	\$4,850	\$4,850					\$667	\$52				\$70	\$5,639
County of Riverside	Maintenance Carpenter	\$3,161	\$3,909			\$313	\$713						\$299	\$5,234
County of San Bernardino	No Comparable Class													
County of San Diego	Carpenter	\$3,758	\$4,142			\$290	\$611						\$60	\$5,103
County of Ventura	Maintenance Carpenter	\$3,767	\$3,955		\$59	\$158	\$537						\$303	\$5,012
Federal Government	Carpenter	\$3,690	\$4,309		\$215			\$697					\$321	\$5,542

Base Salary Median		\$4,348
Base Salary Mean		\$4,447
Percentage Above or Below Median		-8.37%
Percentage Above or Below Mean		-10.85%

Total Compensation Median	\$5,639
Total Compensation Mean	\$5,590
Percentage Above or Below Median	-6.46%
Percentage Above or Below Mean	-5.53%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Certified Nursing Assistant	\$2,354	\$2,862					\$879	\$90	\$9			\$219	\$4,059
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Nursing Attendant II	\$1,900	\$2,433		\$97		\$946		\$53				\$35	\$3,565
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Nurses Assistant -Certified	\$2,293	\$2,787			\$195	\$611						\$40	\$3,634
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$2,610
Base Salary Mean		\$2,610
Percentage Above or Below Median		8.81%
Percentage Above or Below Mean		8.81%

Total Compensation Median	\$3,599
Total Compensation Mean	\$3,599
Percentage Above or Below Median	11.33%
Percentage Above or Below Mean	11.33%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Chemist II	\$5,124	\$6,365					\$857	\$48				\$92	\$7,362
City of Pasadena	Chemist	\$5,606	\$7,007			\$308		\$967	\$80				\$102	\$8,464
City of San Diego	Assistant Chemist	\$4,498	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	Industrial Hygiene Chemist	\$4,046	\$4,802		\$192		\$946		\$53				\$70	\$6,063
County of Orange	No Comparable Class													
County of Riverside	Clinical Laboratory Scientist II	\$4,465	\$5,820		\$108	\$466	\$706						\$445	\$7,545
County of San Bernardino	No Comparable Class													
County of San Diego	Associate Air Pollution Chemist- Journey	\$5,196	\$6,314			\$442	\$611						\$92	\$7,459
County of Ventura	No Comparable Class													
Federal Government	Chemist	\$5,001	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,314
Base Salary Mean		\$6,039
Percentage Above or Below Median		-12.65%
Percentage Above or Below Mean		-7.74%

Total Compensation Median	\$7,459
Total Compensation Mean	\$7,313
Percentage Above or Below Median	-6.37%
Percentage Above or Below Mean	-4.29%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Anaheim	No Comparable Class													
City of Long Beach	Public Health Nutritionist I	\$3,360	\$4,568			\$274		\$796					\$349	\$5,988
City of Los Angeles	Nutritionist	\$4,561	\$5,665					\$857	\$48				\$82	\$6,652
City of Pasadena	Nutritionist	\$4,540	\$5,676			\$250		\$967	\$80				\$82	\$7,055
City of San Diego	No Comparable Class													
County of Los Angeles	Dietician	\$3,021	\$3,844		\$154		\$946		\$53				\$56	\$5,052
County of Orange	No Comparable Class													
County of Riverside	Dietician II	\$4,036	\$5,261		\$108	\$421	\$706						\$402	\$6,899
County of San Bernardino	Dietician	\$3,654	\$4,661		\$280	\$326	\$230	\$171	\$9	\$5			\$68	\$5,750
County of San Diego	Dietician	\$3,152	\$3,830			\$268	\$611						\$56	\$4,765
County of Ventura	Registered Dietician II	\$3,295	\$4,852		\$73	\$194	\$537						\$371	\$6,027
Federal Government	Dietician	\$4,133	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$4,852
Base Salary Mean		\$4,984
Percentage Above or Below Median		-17.42%
Percentage Above or Below Mean		-20.62%

Total Compensation Median	\$6,027
Total Compensation Mean	\$6,244
Percentage Above or Below Median	-11.07%
Percentage Above or Below Mean	-15.07%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Clinical Social Worker	\$4,465	\$5,399		\$216		\$946		\$53				\$78	\$6,692
County of Orange	Clinical Social Worker II	\$4,184	\$5,642					\$667	\$52				\$82	\$6,443
County of Riverside	Clinical Therapist	\$4,221	\$5,504		\$108	\$440	\$706						\$421	\$7,180
County of San Bernardino	No Comparable Class													
County of San Diego	Sr. Psychiatric Social Worker	\$4,064	\$4,940			\$346	\$611						\$72	\$5,968
County of Ventura	Psychiatric Social Worker III	\$3,837	\$5,375		\$81	\$215	\$537						\$411	\$6,619
Federal Government	Social Worker	\$5,594	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,452
Base Salary Mean		\$5,776
Percentage Above or Below Median		24.63%
Percentage Above or Below Mean		20.15%

Total Compensation Median	\$6,656
Total Compensation Mean	\$7,060
Percentage Above or Below Median	19.97%
Percentage Above or Below Mean	15.10%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Anaheim	Public Works Operations Field Supervisor	\$5,164	\$7,100			\$497		\$954	\$56				\$103	\$8,710
City of Long Beach	Supervisor, Facility Maintenance	\$4,542	\$6,182			\$371		\$796					\$473	\$7,822
City of Los Angeles	No Comparable Class													
City of Pasadena	Public Works Supervisor	\$5,909	\$7,387			\$325		\$903	\$80				\$107	\$8,802
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Crafts Supervisor	\$4,813	\$6,483					\$667	\$52				\$94	\$7,296
County of Riverside	Building Maintenance Supervisor	\$4,383	\$5,419			\$434	\$713						\$415	\$6,980
County of San Bernardino	Maintenance Supervisor	\$4,229	\$5,399			\$378	\$190	\$138	\$9				\$78	\$6,192
County of San Diego	Building Maintenance Supervisor	\$4,482	\$5,449			\$381	\$672						\$79	\$6,581
County of Ventura	No Comparable Class													
Federal Government	Maintenance Supervisor	\$4,867	\$5,680		\$284			\$697					\$423	\$7,084

Base Salary Median		\$5,931
Base Salary Mean		\$6,137
Percentage Above or Below Median		-0.90%
Percentage Above or Below Mean		-4.41%

Total Compensation Median	\$7,190
Total Compensation Mean	\$7,433
Percentage Above or Below Median	2.05%
Percentage Above or Below Mean	-1.26%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Anaheim	Principal Engineering Aide	\$4,314	\$5,243			\$367		\$954	\$56				\$76	\$6,696
City of Long Beach	Senior Engineering Technician I	\$4,439	\$6,029			\$362		\$796					\$461	\$7,648
City of Los Angeles	Civil Engineer Drafting Technician	\$3,915	\$4,863					\$857	\$48				\$71	\$5,839
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Engineering Technician Specialist	\$4,101	\$5,528					\$667	\$52				\$80	\$6,327
County of Riverside	Senior Engineering Technician	\$3,899	\$5,366		\$108	\$429	\$706						\$410	\$7,020
County of San Bernardino	Engineering Technician IV	\$3,929	\$5,015			\$351	\$190	\$137	\$9				\$73	\$5,775
County of San Diego	No Comparable Class													
County of Ventura	Engineering Technician IV	\$3,663	\$5,135		\$77	\$205	\$537						\$393	\$6,347
Federal Government	Engineer Technician GIS-CADD	\$5,001	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$5,305
Base Salary Mean		\$5,460
Percentage Above or Below Median		-16.74%
Percentage Above or Below Mean		-20.16%

Total Compensation Median	\$6,522
Total Compensation Mean	\$6,707
Percentage Above or Below Median	-11.11%
Percentage Above or Below Mean	-14.27%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City of Anaheim	Senior Engineering Aide	\$3,980	\$4,838			\$339		\$954	\$56				\$70	\$6,257
City of Long Beach	Engineering Technician II	\$3,753	\$5,099			\$306		\$796					\$390	\$6,591
City of Los Angeles	Office Engineering Technician II	\$3,489	\$4,336					\$857	\$48				\$63	\$5,304
City of Pasadena	Senior Engineering Aide	\$4,247	\$5,401			\$184		\$973	\$104				\$78	\$6,740
City of San Diego	Junior Engineering Aide	\$3,235	\$3,894		\$117	\$55	\$506						\$56	\$4,628
County of Los Angeles	Civil Engineering Technician	\$4,086	\$5,076		\$203		\$946		\$53				\$74	\$6,352
County of Orange	Engineer Technician II	\$3,319	\$4,446					\$667	\$52				\$64	\$5,229
County of Riverside	Engineering Technician II	\$3,367	\$4,630			\$370	\$713						\$354	\$6,068
County of San Bernardino	Engineering Technician III	\$3,310	\$4,229			\$296	\$190	\$137	\$9				\$61	\$4,922
County of San Diego	Engineering Technician II	\$3,912	\$4,756			\$333	\$611						\$69	\$5,769
County of Ventura	Engineer Tecnician III	\$3,361	\$4,726		\$71	\$189	\$537						\$362	\$5,884
Federal Government	Engineering Technician	\$3,742	\$5,918		\$296			\$697					\$441	\$7,352

Base Salary Median		\$4,741
Base Salary Mean		\$4,779
Percentage Above or Below Median		0.52%
Percentage Above or Below Mean		-0.27%

Total Compensation Median	\$5,976
Total Compensation Mean	\$5,925
Percentage Above or Below Median	2.17%
Percentage Above or Below Mean	3.01%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Graphic Designer II	\$4,362	\$5,422					\$857	\$48				\$79	\$6,406
City of Pasadena	Graphic Artist	\$3,376	\$4,370			\$149		\$973	\$104				\$63	\$5,659
City of San Diego	No Comparable Class													
County of Los Angeles	Graphic Artist	\$3,242	\$4,127		\$165		\$946		\$53				\$60	\$5,351
County of Orange	Graphic Designer	\$2,825	\$3,789					\$667	\$52				\$55	\$4,563
County of Riverside	Graphic Arts Illustrator	\$2,800	\$3,647			\$292	\$713						\$279	\$4,931
County of San Bernardino	Graphic Designer I	\$3,004	\$3,836			\$269	\$190	\$137	\$9				\$56	\$4,496
County of San Diego	Graphic Designer	\$4,109	\$4,997			\$350	\$611						\$72	\$6,030
County of Ventura	No Comparable Class													
Federal Government	Visual Information Specialist	\$3,379	\$5,374		\$269			\$697					\$400	\$6,740

Base Salary Median		\$4,249
Base Salary Mean		\$4,445
Percentage Above or Below Median		5.65%
Percentage Above or Below Mean		1.28%

Total Compensation Median	\$5,505
Total Compensation Mean	\$5,522
Percentage Above or Below Median	5.50%
Percentage Above or Below Mean	5.21%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City of Anaheim	No Comparable Class													
City of Long Beach	Maintenance Assistant II	\$2,191	\$2,963			\$178		\$796					\$227	\$4,163
City of Los Angeles	Maintenance Laborer	\$2,751	\$3,417					\$857	\$48				\$50	\$4,372
City of Pasadena	Public Works Maintenance Worker II	\$3,198	\$3,880			\$132		\$973	\$104				\$56	\$5,145
City of San Diego	Light Equipment Operator	\$2,901	\$3,458		\$104	\$187	\$466						\$50	\$4,265
County of Los Angeles	Public Works Maintenance Worker	\$2,567	\$3,265		\$131		\$946		\$53				\$47	\$4,442
County of Orange	Public Works Maintenance Worker	\$2,709	\$3,645					\$667	\$52				\$53	\$4,417
County of Riverside	Maintenance and Construction Worker	\$2,428	\$3,160			\$253	\$713						\$242	\$4,368
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Maintenance Worker Roads	\$2,671	\$3,316		\$166			\$697					\$247	\$4,426

Base Salary Median		\$3,367
Base Salary Mean		\$3,388
Percentage Above or Below Median		-7.90%
Percentage Above or Below Mean		-8.59%

Total Compensation Median	\$4,394
Total Compensation Mean	\$4,450
Percentage Above or Below Median	-1.33%
Percentage Above or Below Mean	-2.60%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Industrial Hygienist	\$6,643	\$8,255					\$857	\$48				\$120	\$9,280
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Industrial Hygienist	\$4,679	\$5,973		\$239		\$946		\$53				\$87	\$7,298
County of Orange	No Comparable Class													
County of Riverside	Industrial Hygienist II	\$4,321	\$5,636		\$108	\$451	\$706						\$431	\$7,332
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Industrial Hygienist	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$6,883
Base Salary Mean		\$6,914
Percentage Above or Below Median		-4.65%
Percentage Above or Below Mean		-5.13%

Total Compensation Median	\$8,306
Total Compensation Mean	\$8,342
Percentage Above or Below Median	-3.08%
Percentage Above or Below Mean	-3.53%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City of Anaheim	No Comparable Class													
City of Long Beach	Institutional Cook	\$2,539	\$3,465			\$208		\$796					\$265	\$4,734
City of Los Angeles	Cook I	\$2,563	\$3,186					\$857	\$48				\$46	\$4,137
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Cook	\$2,131	\$2,722		\$109		\$946		\$53				\$39	\$3,869
County of Orange	Institutional Cook	\$2,567	\$3,411					\$667	\$52				\$49	\$4,179
County of Riverside	Correctional Cook	\$2,840	\$3,905			\$312	\$713						\$299	\$5,229
County of San Bernardino	Probation Cook I	\$2,413	\$3,078			\$215	\$190	\$137	\$9				\$45	\$3,674
County of San Diego	Cook	\$2,248	\$2,731			\$191	\$611						\$40	\$3,573
County of Ventura	Cook	\$1,946	\$2,708		\$41	\$108	\$537						\$207	\$3,601
Federal Government	Cook	\$2,747	\$3,201		\$160			\$697					\$238	\$4,297

Base Salary Median		\$3,186
Base Salary Mean		\$3,156
Percentage Above or Below Median		9.64%
Percentage Above or Below Mean		10.48%

Total Compensation Median	\$4,137
Total Compensation Mean	\$4,144
Percentage Above or Below Median	9.17%
Percentage Above or Below Mean	9.03%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Anaheim	Claims Examiner	\$5,422	\$6,777			\$474		\$954	\$56				\$98	\$8,360
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	Claims Representative II	\$4,426	\$5,354		\$161	\$75	\$506						\$78	\$6,173
County of Los Angeles	Claims Investigator II	\$3,305	\$4,208		\$168		\$946		\$53				\$61	\$5,436
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Claims Representative	\$4,517	\$5,491			\$384	\$611						\$80	\$6,566
County of Ventura	Risk Analyst	\$4,435	\$6,210		\$93	\$248	\$537						\$475	\$7,564
Federal Government	No Comparable Class													

Base Salary Median		\$5,491
Base Salary Mean		\$5,608
Percentage Above or Below Median		2.26%
Percentage Above or Below Mean		0.18%

Total Compensation Median	\$6,566
Total Compensation Mean	\$6,820
Percentage Above or Below Median	1.67%
Percentage Above or Below Mean	-2.13%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Anaheim	Legal Secretary	\$3,612	\$4,611			\$323		\$954	\$56				\$67	\$6,011
City of Long Beach	Data Not Available													
City of Los Angeles	Legal Secretary II	\$3,798	\$4,721					\$857	\$48				\$68	\$5,694
City of Pasadena	Legal Secretary	\$3,703	\$4,748			\$161		\$973	\$104				\$69	\$6,055
City of San Diego	Legal Secretary II	\$3,642	\$4,404		\$132	\$62	\$506						\$64	\$5,168
County of Los Angeles	Legal Office Support Assistant II	\$3,080	\$4,027		\$161		\$946		\$53				\$58	\$5,245
County of Orange	Legal Secretary, County Counsel	\$2,787	\$3,721					\$667	\$52				\$54	\$4,494
County of Riverside	Legal Support Assistant II	\$2,562	\$3,339			\$267	\$713						\$255	\$4,575
County of San Bernardino	Secretary I	\$2,597	\$3,311			\$232	\$190	\$137	\$9				\$48	\$3,927
County of San Diego	Confidential Legal Secretary	\$3,066	\$5,089			\$356	\$611						\$74	\$6,130
County of Ventura	Legal Management Assistant II	\$2,817	\$3,941		\$59	\$158	\$537						\$301	\$4,996
Federal Government	Legal Assistant Office Automation	\$2,728	\$4,393		\$220			\$697					\$327	\$5,637

Base Salary Median		\$4,393
Base Salary Mean		\$4,210
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-19.73%

Total Compensation Median	\$5,245
Total Compensation Mean	\$5,267
Percentage Above or Below Median	-10.13%
Percentage Above or Below Mean	-10.57%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Anaheim	No Comparable Class													
City of Long Beach	General Librarian II	\$3,810	\$5,810			\$349		\$796					\$444	\$7,399
City of Los Angeles	Librarian II	\$4,559	\$5,664					\$857	\$48				\$82	\$6,651
City of Pasadena	Librarian II	\$4,581	\$5,726			\$252		\$967	\$80				\$83	\$7,108
City of San Diego	Librarian II	\$4,173	\$5,025		\$151	\$70	\$506						\$73	\$5,825
County of Los Angeles	Librarian II	\$3,891	\$4,965		\$199		\$946		\$53				\$72	\$6,235
County of Orange	Librarian	\$4,150	\$5,595					\$667	\$52				\$81	\$6,395
County of Riverside	No Comparable Class													
County of San Bernardino	Librarian I	\$3,155	\$4,030		\$242	\$282	\$230	\$171	\$9	\$5			\$58	\$5,027
County of San Diego	Librarian I	\$3,763	\$4,576			\$320	\$611						\$66	\$5,574
County of Ventura	Librarian	\$3,224	\$4,511		\$68	\$180	\$537						\$345	\$5,641
Federal Government	No Comparable Class													

Base Salary Median		\$5,025
Base Salary Mean		\$5,100
Percentage Above or Below Median		1.41%
Percentage Above or Below Mean		-0.06%

Total Compensation Median	\$6,235
Total Compensation Mean	\$6,206
Percentage Above or Below Median	3.56%
Percentage Above or Below Mean	4.00%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Psychiatric Technician II	\$2,871	\$3,652		\$146		\$946		\$53				\$53	\$4,850
County of Orange	No Comparable Class													
County of Riverside	Licensed Psychiatric Technician	\$2,585	\$3,365			\$269	\$713						\$257	\$4,605
County of San Bernardino	Psychiatric Technician I	\$2,794	\$3,564			\$249	\$190	\$137	\$9				\$52	\$4,201
County of San Diego	Psychiatric Technician	\$3,381	\$3,381			\$237	\$611						\$49	\$4,278
County of Ventura	Psychiatric Technician	\$2,459	\$3,783		\$57	\$151	\$537						\$289	\$4,817
Federal Government	No Comparable Class													

Base Salary Median		\$3,564
Base Salary Mean		\$3,549
Percentage Above or Below Median		2.33%
Percentage Above or Below Mean		2.74%

Total Compensation Median	\$4,605
Total Compensation Mean	\$4,550
Percentage Above or Below Median	1.61%
Percentage Above or Below Mean	2.77%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City of Anaheim	HAVC Mechanic	\$4,498	\$5,472			\$383		\$954	\$56				\$79	\$6,944
City of Long Beach	No Comparable Class													
City of Los Angeles	Mechanical Repairer II		\$5,117					\$857	\$48				\$74	\$6,096
City of Pasadena	No Comparable Class													
City of San Diego	Refrigeration Mechanic	\$3,938	\$4,727		\$142	\$255	\$466						\$69	\$5,659
County of Los Angeles	Stationary Engineer I	\$5,115	\$5,115		\$205		\$946		\$53				\$74	\$6,393
County of Orange	Air Conditioning Mechanic	\$5,607	\$5,607					\$667	\$52				\$81	\$6,407
County of Riverside	Building Maintenance Mechanic	\$2,951	\$3,647			\$292	\$713						\$279	\$4,931
County of San Bernardino	General Maintenance Mechanic	\$3,078	\$3,929			\$275	\$190	\$137	\$9				\$57	\$4,597
County of San Diego	Air Conditioning & Refrig Mechanic	\$4,321	\$4,765			\$334	\$611						\$69	\$5,779
County of Ventura	Air Conditioning and Refrig Mechanic	\$4,231	\$4,442		\$67	\$178	\$537						\$340	\$5,563
Federal Government	AC Equipment Mechanic	\$3,924	\$4,573		\$229			\$697					\$341	\$5,839

Base Salary Median		\$4,746
Base Salary Mean		\$4,739
Percentage Above or Below Median		-12.81%
Percentage Above or Below Mean		-12.66%

Total Compensation Median	\$5,809
Total Compensation Mean	\$5,821
Percentage Above or Below Median	-5.49%
Percentage Above or Below Mean	-5.70%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Pharmacy Technician	\$2,469	\$3,140		\$126		\$946		\$53				\$46	\$4,310
County of Orange	Pharmacy Technician	\$2,974	\$3,411					\$667	\$52				\$49	\$4,179
County of Riverside	Pharmacy Technician II	\$2,340	\$3,045			\$244	\$713						\$233	\$4,235
County of San Bernardino	No Comparable Class													
County of San Diego	Pharmacy Technician	\$2,929	\$3,562			\$249	\$611						\$52	\$4,474
County of Ventura	Pharmacy Technician II	\$2,048	\$2,858		\$43	\$114	\$537						\$219	\$3,771
Federal Government	Pharmacy Technician	\$3,041	\$3,953		\$198			\$697					\$294	\$5,142

Base Salary Median		\$3,276
Base Salary Mean		\$3,328
Percentage Above or Below Median		-2.07%
Percentage Above or Below Mean		-3.71%

Total Compensation Median	\$4,272
Total Compensation Mean	\$4,352
Percentage Above or Below Median	3.61%
Percentage Above or Below Mean	1.82%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Anaheim	Skilled Maintenance Worker II	\$3,411	\$4,354			\$305		\$954	\$56				\$63	\$5,732
City of Long Beach	Plumber	\$3,360	\$4,568			\$274		\$796					\$349	\$5,988
City of Los Angeles	Plumber		\$5,899					\$857	\$48				\$86	\$6,890
City of Pasadena	Plumber	\$4,211	\$5,116			\$174		\$973	\$104				\$74	\$6,441
City of San Diego	Plumber	\$3,938	\$4,727		\$142	\$255	\$466						\$69	\$5,659
County of Los Angeles	Plumber	\$5,707	\$5,707		\$228		\$946		\$53				\$83	\$7,017
County of Orange	Plumber	\$5,207	\$5,207					\$667	\$52				\$76	\$6,002
County of Riverside	Maintenance Plumber	\$3,477	\$4,298			\$344	\$713						\$329	\$5,684
County of San Bernardino	Plumber	\$3,396	\$4,335			\$303	\$190	\$137	\$9				\$63	\$5,037
County of San Diego	Plumber	\$4,321	\$4,764			\$333	\$611						\$69	\$5,778
County of Ventura	Maintenance Plumber	\$3,927	\$4,124		\$62	\$165	\$537						\$315	\$5,203
Federal Government	Plumber	\$3,690	\$4,309		\$215			\$697					\$321	\$5,542

Base Salary Median		\$4,648
Base Salary Mean		\$4,784
Percentage Above or Below Median		-10.63%
Percentage Above or Below Mean		-13.88%

Total Compensation Median	\$5,755
Total Compensation Mean	\$5,914
Percentage Above or Below Median	-4.62%
Percentage Above or Below Mean	-7.53%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Public Health Microbiologist II	\$4,521	\$5,770		\$231		\$946		\$53				\$84	\$7,083
County of Orange	Public Health Microbiologist II	\$4,337	\$5,840					\$667	\$52				\$85	\$6,644
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Microbiologist II	\$4,125	\$5,268		\$316	\$369	\$230	\$171	\$9	\$5			\$76	\$6,444
County of San Diego	Senior Public Health Microbiologist	\$5,551	\$6,120			\$428	\$611						\$89	\$7,248
County of Ventura	Microbiologist III	\$3,997	\$5,605		\$84	\$224	\$537						\$429	\$6,879
Federal Government	Microbiologist	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,805
Base Salary Mean		\$6,066
Percentage Above or Below Median		5.44%
Percentage Above or Below Mean		1.19%

Total Compensation Median	\$6,981
Total Compensation Mean	\$7,293
Percentage Above or Below Median	7.98%
Percentage Above or Below Mean	3.87%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Anaheim	Management Analyst II	\$5,422	\$6,777			\$474		\$954	\$56				\$98	\$8,360
City of Long Beach	Administrative Analyst I	\$4,006	\$5,445			\$327		\$796					\$417	\$6,984
City of Los Angeles	Management Analyst II	\$5,295	\$6,579					\$857	\$48				\$95	\$7,579
City of Pasadena	Management Analyst III	\$5,133	\$6,416			\$282		\$967	\$80				\$93	\$7,838
City of San Diego	Associate Management Analyst	\$4,520	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	Research Analyst II	\$3,997	\$4,832		\$193		\$946		\$53				\$70	\$6,094
County of Orange	No Comparable Class													
County of Riverside	Research Analyst	\$3,492	\$4,546		\$108	\$364	\$706						\$348	\$6,072
County of San Bernardino	Statistical Analyst	\$4,335	\$5,531		\$332	\$387	\$230	\$171	\$9	\$5			\$80	\$6,745
County of San Diego	Statistician	\$4,317	\$5,248			\$367	\$611						\$76	\$6,302
County of Ventura	Management Analyst II	\$5,588	\$7,823		\$117	\$313	\$537						\$598	\$9,389
Federal Government	Statistician	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,531
Base Salary Mean		\$6,041
Percentage Above or Below Median		1.51%
Percentage Above or Below Mean		-7.57%

Total Compensation Median	\$6,984
Total Compensation Mean	\$7,374
Percentage Above or Below Median	0.56%
Percentage Above or Below Mean	-4.99%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007



Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Epidemiologist	\$4,928	\$6,291		\$252		\$946		\$53				\$91	\$7,633
County of Orange	Epidemiologist	\$4,215	\$5,684					\$667	\$52				\$82	\$6,485
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Epidemiologist	\$4,335	\$5,531		\$332	\$387	\$230	\$171	\$9	\$5			\$80	\$6,745
County of San Diego	Epidemiologist	\$5,555	\$6,751			\$473	\$611						\$98	\$7,932
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$5,988
Base Salary Mean		\$6,064
Percentage Above or Below Median		15.00%
Percentage Above or Below Mean		13.91%

Total Compensation Median	\$7,189
Total Compensation Mean	\$7,199
Percentage Above or Below Median	16.02%
Percentage Above or Below Mean	15.91%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Anaheim	Safety Administrator	\$6,276	\$7,845			\$549		\$954	\$56				\$114	\$9,518
City of Long Beach	Safety Specialist II	\$4,216	\$5,724			\$343		\$796					\$438	\$7,301
City of Los Angeles	Safety Engineer	\$6,572	\$8,166					\$857	\$48				\$118	\$9,189
City of Pasadena	Safety Officer	\$6,213	\$7,766			\$342		\$967	\$80				\$113	\$9,267
City of San Diego	No Comparable Class													
County of Los Angeles	Safety Officer II	\$4,726	\$6,033		\$241		\$946		\$53				\$87	\$7,361
County of Orange	Safety and Training Officer	\$4,500	\$6,065					\$667	\$52				\$88	\$6,872
County of Riverside	No Comparable Class													
County of San Bernardino	Safety Officer	\$5,015	\$6,413			\$449	\$190	\$138	\$9				\$93	\$7,292
County of San Diego	Departmental Safety Coordinator	\$4,745	\$5,768			\$404	\$611						\$84	\$6,866
County of Ventura	No Comparable Class													
Federal Government	Safety and Occupational Health Specialist	\$4,133	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,413
Base Salary Mean		\$6,698
Percentage Above or Below Median		15.80%
Percentage Above or Below Mean		12.06%

Total Compensation Median	\$7,361
Total Compensation Mean	\$7,964
Percentage Above or Below Median	19.98%
Percentage Above or Below Mean	13.42%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Anaheim	Security Guard	\$2,928	\$3,073			\$215		\$954	\$56				\$45	\$4,343
City of Long Beach	Special Services Officer I	\$2,312	\$3,135			\$188		\$796					\$240	\$4,359
City of Los Angeles	Security Aide	\$2,460	\$3,057					\$857	\$48				\$44	\$4,006
City of Pasadena	Security Ranger	\$3,552	\$4,437			\$151		\$973	\$104				\$64	\$5,729
City of San Diego	No Comparable Class													
County of Los Angeles	Security Guard	\$2,012	\$2,310		\$92		\$946		\$53				\$33	\$3,435
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	Security Technician I	\$2,137	\$2,727			\$191	\$190	\$137	\$9				\$40	\$3,293
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Security Guard	\$2,728	\$3,546		\$177			\$697					\$264	\$4,684

Base Salary Median		\$3,073
Base Salary Mean		\$3,184
Percentage Above or Below Median		-16.45%
Percentage Above or Below Mean		-20.64%

Total Compensation Median	\$4,343
Total Compensation Mean	\$4,264
Percentage Above or Below Median	-13.72%
Percentage Above or Below Mean	-11.66%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City of Anaheim	Senior Civil Engineer	\$6,590	\$8,238			\$577		\$954	\$56				\$119	\$9,944
City of Long Beach	Senior Traffic Engineer	\$6,506	\$8,862			\$532		\$796					\$632	\$10,822
City of Los Angeles	Sr Transportation Engineer	\$8,157	\$10,134					\$857	\$48				\$147	\$11,186
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Senior Civil Engineer	\$7,777	\$9,660		\$386		\$946		\$53				\$140	\$11,185
County of Orange	Senior Civil Engineer	\$7,233	\$8,287					\$667	\$52				\$120	\$9,126
County of Riverside	Senior Transportation Planning Engineer	\$6,317	\$8,244		\$108	\$660	\$706						\$623	\$10,341
County of San Bernardino	Public Works Engineer III	\$5,954	\$7,616			\$533	\$190	\$138	\$9				\$110	\$8,597
County of San Diego	Senior Civil Engineer	\$6,815	\$8,285			\$580	\$672						\$120	\$9,657
County of Ventura	Senior Engineer	\$4,731	\$6,757		\$101	\$270	\$537						\$517	\$8,183
Federal Government	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$8,265
Base Salary Mean		\$8,234
Percentage Above or Below Median		7.81%
Percentage Above or Below Mean		8.16%

Total Compensation Median	\$9,801
Total Compensation Mean	\$9,677
Percentage Above or Below Median	7.64%
Percentage Above or Below Mean	8.81%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Anaheim	No Comparable Class													
City of Long Beach	Assistant Administrative Analyst I	\$3,118	\$4,234			\$254		\$796					\$324	\$5,608
City of Los Angeles	Management Assistant	\$3,762	\$4,674					\$857	\$48				\$68	\$5,647
City of Pasadena	Management Analyst I	\$3,994	\$4,992			\$220		\$967	\$80				\$72	\$6,331
City of San Diego	Assistant Management Analyst	\$3,719	\$4,520		\$136	\$63	\$506						\$66	\$5,290
County of Los Angeles	Management Trainee, CAO	\$3,257	\$3,929		\$157		\$946		\$53				\$57	\$5,142
County of Orange	No Comparable Class													
County of Riverside	Staff Analyst I	\$3,175	\$4,136		\$108	\$331	\$706						\$316	\$5,598
County of San Bernardino	Staff Analyst Trainee	\$3,155	\$4,030		\$242	\$282	\$230	\$171	\$9	\$5			\$58	\$5,027
County of San Diego	Administrative Trainee	\$3,054	\$3,712			\$260	\$611						\$54	\$4,637
County of Ventura	No Comparable Class													
Federal Government	Management Analyst	\$4,133	\$5,374		\$269			\$697					\$400	\$6,740

Base Salary Median		\$4,234
Base Salary Mean		\$4,400
Percentage Above or Below Median		4.77%
Percentage Above or Below Mean		1.03%

Total Compensation Median	\$5,598
Total Compensation Mean	\$5,558
Percentage Above or Below Median	2.89%
Percentage Above or Below Mean	3.58%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Anaheim	Senior Management Analyst	\$6,276	\$7,845			\$549		\$954	\$56				\$114	\$9,518
City of Long Beach	Administrative Analyst III	\$4,663	\$6,343			\$381		\$796					\$485	\$8,005
City of Los Angeles	Senior Management Analyst I	\$6,254	\$7,769					\$857	\$48				\$113	\$8,787
City of Pasadena	Management Analyst V	\$6,506	\$8,133			\$358		\$903	\$80				\$118	\$9,592
City of San Diego	Supervising Management Analyst	\$5,583	\$6,764		\$203	\$95	\$506						\$98	\$7,666
County of Los Angeles	Administrative Services Manager II	\$5,359	\$6,840		\$274		\$946		\$53				\$99	\$8,212
County of Orange	No Comparable Class													
County of Riverside	Administrative Services Supervisor	\$4,246	\$5,535			\$443	\$713						\$423	\$7,114
County of San Bernardino	No Comparable Class													
County of San Diego	Administrative Analyst III	\$4,745	\$5,768			\$404	\$672						\$84	\$6,927
County of Ventura	Staff/Services Manager I	\$4,764	\$6,670		\$100	\$267	\$537						\$510	\$8,084
Federal Government	No Comparable Class													

Base Salary Median		\$6,764
Base Salary Mean		\$6,852
Percentage Above or Below Median		-10.40%
Percentage Above or Below Mean		-11.83%

Total Compensation Median	\$8,084
Total Compensation Mean	\$8,212
Percentage Above or Below Median	-6.25%
Percentage Above or Below Mean	-7.92%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist III	\$5,895	\$7,324					\$857	\$48				\$106	\$8,335
City of Pasadena	No Comparable Class													
City of San Diego	Biologist III	\$5,185	\$6,277		\$188	\$88	\$506						\$91	\$7,150
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Supervising Biologist	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$7,324
Base Salary Mean		\$7,131
Percentage Above or Below Median		-6.19%
Percentage Above or Below Mean		-3.40%

Total Compensation Median	\$8,335
Total Compensation Mean	\$8,315
Percentage Above or Below Median	1.21%
Percentage Above or Below Mean	1.45%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City of Anaheim	Data Not Available													
City of Long Beach	Traffic Engineer	\$5,882	\$8,006			\$480		\$796					\$612	\$9,895
City of Los Angeles	Transportation Engineer	\$6,934	\$8,615					\$857	\$48				\$125	\$9,645
City of Pasadena	Engineer	\$7,114	\$8,892			\$391		\$967	\$80				\$129	\$10,459
City of San Diego	No Comparable Class													
County of Los Angeles	Associate Civil Engineer	\$6,260	\$7,777		\$311		\$946		\$53				\$113	\$9,200
County of Orange	Civil Engineer	\$6,483	\$7,429					\$667	\$52				\$108	\$8,256
County of Riverside	Associate Civil Engineer	\$5,802	\$7,570		\$108	\$606	\$706						\$579	\$9,569
County of San Bernardino	Public Works Engineer II	\$5,139	\$6,566		\$394	\$460	\$230	\$171	\$9	\$5			\$95	\$7,930
County of San Diego	Civil Engineer (P.E.)	\$5,889	\$7,158			\$501	\$611						\$104	\$8,374
County of Ventura	Engineer IV	\$4,679	\$7,011		\$105	\$280	\$537						\$536	\$8,470
Federal Government	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$7,500
Base Salary Mean		\$7,464
Percentage Above or Below Median		1.54%
Percentage Above or Below Mean		2.02%

Total Compensation Median	\$8,835
Total Compensation Mean	\$8,880
Percentage Above or Below Median	3.97%
Percentage Above or Below Mean	3.47%

Number of Comparable Matches	10
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Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Veterinarian II	\$6,579	\$8,175					\$857	\$48				\$119	\$9,199
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Veterinarian	\$6,448	\$8,688		\$348		\$946		\$53				\$126	\$10,160
County of Orange	Veterinarian	\$7,044	\$9,500					\$667	\$52				\$138	\$10,357
County of Riverside	Veterinary Surgeon	\$6,769	\$10,347			\$828	\$713						\$654	\$12,542
County of San Bernardino	Public Health Veterinarian	\$4,661	\$5,954		\$357	\$417	\$230	\$171	\$9	\$5			\$86	\$7,229
County of San Diego	Veterinarian	\$5,745	\$7,228			\$506	\$611						\$105	\$8,450
County of Ventura	No Comparable Class													
Federal Government	Veterinary Medical Officer	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$8,175
Base Salary Mean		\$8,241
Percentage Above or Below Median		-24.33%
Percentage Above or Below Mean		-25.33%

Total Compensation Median	\$9,460
Total Compensation Mean	\$9,628
Percentage Above or Below Median	-17.43%
Percentage Above or Below Mean	-19.51%

Number of Comparable Matches	7
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Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Rehab Counselor II	\$3,420	\$4,356		\$174		\$946		\$53				\$63	\$5,592
County of Orange	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$6,075
Base Salary Mean		\$6,075
Percentage Above or Below Median		-24.81%
Percentage Above or Below Mean		-24.81%

Total Compensation Median	\$7,526
Total Compensation Mean	\$7,526
Percentage Above or Below Median	-21.05%
Percentage Above or Below Mean	-21.05%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007